

DEANS COUNCIL
October 8, 2019
Minutes

The Deans Council met on Tuesday, October 8, 2019 from 8:30-10:00 a.m. in the Visual Arts Building Board Room. Those present were Austin Agho (Chair), Jane Bray, Gail Dodge, George Fowler, Kate Hawkins, Elaine Pearson, Renee Olander, Kent Sandstrom, Ben Stuart, and Bonnie Van Lunen. Attending as guests were Renee Felts and Yvonne Casalino (for Judy Bowman). The following agenda items were discussed.

1. The September 10 minutes were approved.
2. Summer Enrollment vs. Budget: This was an extended discussion that was the focus of the meeting. Summary bullet points follow:
 - Elaine Pearson summarized that filling the new faculty lines was dependent on the budget. Unfortunately, student credit hours were down for fall, so there is a budget shortfall.
 - Elaine Pearson also reported that summer school costs have gone up by \$1M each year in 2017, 2018, and 2019 along with no increase in student credit hours and revenue. The summer school budget is ~\$4M.
 - Kate Hawkins and Elaine Pearson convened a meeting of the Chairs to work with them on managing costs and increasing revenues as they develop their summer schedules. The chairs also offered constructive suggestions to address the shortfall in summer.
 - Open discussion followed on the challenges to change the way ODU conducts summer school. Rollover of courses from one summer session to the next without revising the schedule to be more responsive to changing student needs for summer classes is common, as is a culture of “This is what I want to teach,” versus a primary emphasis on enrollment demands.
 - Gail Dodge noted that faculty in the College of Sciences have to mentor at least two graduate students on research in the summer in order to receive pay. Kent Sandstrom added that some faculty in A&L are not paid because they don’t have the minimum number of mentees.
 - It was noted there also needs to be an examination of what courses are offered and during which semesters, as there is inconsistency across departments and across colleges.

- Kate Hawkins stated inconsistencies also include turning away more students in online sections that have filled, while offering the same in-person course with low enrollment. Renee Olander added military students need courses to be classified as “Hybrid” in order to be counted for their GI benefits.
 - It was noted that faculty may earn up to 133% of their base pay over the course of the entire academic year, which typically means 33% “extra” is earned during the summer.
 - There was general agreement that overloads need attention, to include data showing actual enrollment versus “expected” and to see the faculty member’s course releases.
 - There was general agreement that comparing our practice with other institutions would be advisable.
 - Kate Hawkins observed that we need to be simultaneously examining enrollments across fall, spring and summer to insure we are maximizing available instructional resources throughout the academic year, rather than looking at summer school in isolation from the fall and spring semesters.
 - There was consensus that the status quo cannot continue, and that several areas need attention: ending the culture of rolling over the schedule of offerings from one summer to the next, emphasizing efficiency with scheduling by offering as a high priority those courses where enrollment demand supports the summer scheduling, and deferring overload payment until after add/drop is over.
 - The next steps identified are as follows:
 - Create a subcommittee to address these concerns and put in place measures to be used for the 2020 summer sessions. Elaine Pearson will lead the group and each Dean will designate a minimum of two people prepared to serve (primary and designated backup).
 - Conduct discussion sessions with the Associate Deans and the Faculty Senate, similar to the recent meeting with Chairs, to ensure they are informed and understand the gravity of addressing the situation.
3. Regarding the vacant faculty lines, it was noted there is a deficit of \$2.8M - \$3.1M, so vacant lines will be examined first, and prioritized as Tiers 1, 2, 3 in discussions with the Provost and each Dean during their individual meetings. Factors such as declining enrollment and increasing course demand should be used as guiding criteria.