

DEANS COUNCIL
January 13, 2020
Minutes

The Deans Council met on Monday, January 13 from 8:30-10:00 a.m. in the Visual Arts Building room 2015. Those present were Austin Agho (Chair), Jane Bray, Gail Dodge, George Fowler, Kate Hawkins, Brian Payne, Kent Sandstrom, Jeff Tanner, Bonnie Van Lunen, and Robert Wojtowicz. Tisha Paredes attended as a guest. The following agenda items were discussed.

1. The October 8, 2019 minutes were approved.
2. The December 10, 2019 minutes were approved.
3. Assessment Workshops

Tisha Paredes informed Council members that three years of assessment reports must be submitted to SACS as part of the accreditation process (2019-20, 2020-21, and 2021-22). Based on an audit of these reports done by the Office of Institutional Effectiveness and Assessment, there is work to be done. The office categorized programs as high need, medium need and low need, and workshops have been created to address the identified needs. She emphasized the importance of participation by the high need programs in the workshops.

Dr. Paredes will follow up with the Deans as needed and asked for their assistance in encouraging participation in the workshops and completion of the assessment reports. She will send the Deans the list of programs identified as high, medium and low need as well as a list of the workshops.

4. Strategic Plan

Austin Agho stressed the importance of providing feedback on the draft Strategic Plan and asked Council members for their input by January 17. He specifically asked for feedback on items in the Plan that should be emphasized or de-emphasized.

5. Faculty Senate Issue, AY19-3-F Ability to Withdraw from the Tenure Review Process

Council members discussed and approved the recommendation from the Faculty Senate for revisions to the policy on Tenure regarding early consideration for tenure. The current policy is silent on whether faculty who apply early for tenure can withdraw from the process. The revisions make it clear that a faculty member who applies for tenure before the end of the standard probationary period cannot withdraw from the tenure process after the Provost has approved the final list of external reviewers. The revisions

also clarify that the total body of work for faculty who apply early for tenure must be equivalent to that expected after a normal probationary period.

The proposed revisions will be forwarded to President Broderick for review. If he concurs with the revisions, they will be presented to the Board of Visitors at an upcoming meeting.

6. Faculty Senate Issue, AY19-4-F Remove Moot Language from Pre-Tenure Process Description in the Handbook

Council members discussed and approved the recommendation from the Faculty Senate for revisions to the policy on Tenure regarding pre-tenure review. The pre-tenure review process takes place in the third year of service. The revisions make it clear that pre-tenure will not be conducted for faculty members who apply for tenure before their third year of service. Given that faculty can apply for tenure at any point during their probationary period, the University no longer grants “credit” toward tenure. Thus, language regarding credit toward tenure has been removed from the policy.

The proposed revisions will be forwarded to President Broderick for review. If he concurs with the revisions, they will be presented to the Board of Visitors at an upcoming meeting.

7. Faculty Senate Issue, AY19-5-F Multiple Annual Reviews for Conversion of Non-Tenure Eligible Positions to Tenure Eligible Positions or to Non-Tenure Eligible Clinical Track Positions

Council members discussed and approved the recommendation from the Faculty Senate for revisions to the Schedule for Faculty Seeking Conversion of a Non-Tenure Eligible Position to a Tenure-Eligible Position and the Schedule for Faculty Seeking Conversion from Lecturer Ranks to a Non-Tenure Eligible Clinical Track Position. The current schedules allow for the conversion process to take place in both the fall and spring semesters. However, the process for conversion is time consuming for the faculty member seeking to convert their position as well as the faculty colleagues and administrators involved in the review. It is more efficient in terms of planning to conduct the reviews once per year instead of twice. The Deans asked if the reviews could be scheduled to occur in the spring semester rather than the fall. Kate Hawkins will consult with the Faculty Senate to see if they have any concerns about this.

The proposed revisions will be forwarded to President Broderick for review. If he concurs with the revisions, the Teaching and Faculty Handbook will be updated to include the revised schedules.

8. Faculty Senate Issue, AY19-6-F Schedules for Review of Mid-Year Hires

The Faculty Senate rejected the recommendation to remove the schedules for review of mid-year hires. No further action will be taken on this issue.

9. Replication of GEICO Initiative

Austin Agho announced that an agreement has been signed with GEICO to provide tuition reduction for their employees. The agreement can be replicated for other large corporations. Andy Casiello is the point person to help establish these agreements. Ideas for other companies we might enter into an agreement with should be sent to Dr. Casiello

10. Participation in Important Campus Events (i.e., Student and Faculty Awards and Retreats)

Austin Agho stressed the importance of the Deans' attendance at important campus events such as student and faculty awards programs and retreats. He asked the Deans to let him know ahead of time if they are not able to attend these events.