

DEANS COUNCIL
January 10, 2023
Minutes

The Deans Council met on Tuesday, January 10, 2023, from 8:30-10:00 a.m. in the Board Room in Koch Hall. Those present were Austin Agho (Chair), Laura Delbrugge, Tammi Dice, Gail Dodge, Ken Fridley, Tim Hackman, Kate Hawkins, Ken Kahn, Bonnie Van Lunen, and Robert Wojtowicz. Veleka Gatlin, Anne Githae and Joy Himmel attended as guests. The following agenda items were discussed.

1. The December 13, 2022, minutes were approved.
2. Counseling Center Strategies and Resources

Joy Himmel, Director of Counseling Services, presented information on resources available from the Counseling Center and discussed developing a campus-wide approach to wellness. She provided national statistics related to the mental health status of college students as well as comparable statistics for ODU students.

The following services are available from the Office of Counseling Services.

- Individual counseling
- Crisis services
- Skill-building workshops
- Group counseling
 - Therapy, support, skill building
- Outreach
- Psychiatric services

Dr. Himmel provided information on the new process to refer students to Counseling Services. She also discussed the new flexible care model used by the office as they work with students. Flexible care includes same day access, variable session lengths, goal-focused counseling, and customizable follow-up plans.

One of the initiatives the Counseling Center is launching is Kognito, a mental health training for faculty and staff. Kognito provides virtual mental health simulations so that participants can build skills through practice and personalized feedback and increase their knowledge and awareness about mental health and suicide. Austin Agho asked the Deans to help by encouraging their faculty and staff to participate in the training.

Dr. Himmel's presentation will be shared with Deans Council members. At the Deans' request, she will send them a flier on how to make an appointment with Counseling Services, which can be posted in their buildings. She also noted that the website will be updated to include more information about the office and its services.

3. Updates on Title IX and DEI Training and Professional Learning Efforts

Veleka Gatling introduced Anne Githae, who will serve as the Assistant Vice President for Equity. Dr. Gatling will serve as the Assistant Vice President for Diversity and Inclusive Excellence. She noted that the Office of Institutional Equity and Diversity is in the process of hiring additional staff members and that their website will soon be updated.

Dr. Gatling distributed the following materials, which will be sent to the group electronically.

- Professional leadership and training programs for diversity, equity and inclusion, which includes the name of the training, who it is for, why it is being done, and the platform for delivery.
- The roll-out dates for sexual harassment training that is required for teaching and research faculty, administrative faculty, adjunct faculty, graduate teaching assistants and classified staff.
- The December 2022 newsletter from the Office of Institutional Equity and Diversity.

The Deans noted it would be helpful if there were one place where faculty could see what training they need to complete and when they completed it. It would also help if the Deans could know which faculty do not complete required training.

3. Topics from the Mini-Retreats

- a. Selection of department chairs and determination of remuneration
- b. Course scheduling process
- c. Retention and graduation rates
- d. Marketing of academic programs
- e. Flight risk – retention strategy
- f. Faculty exit survey
- g. Business Continuity Plan

These topics will be discussed at a future meeting.

5. Announcements

A. Austin Agho asked the Deans if the onboarding information presented in the mini-retreats has been useful. The Deans agreed that the information presented and the discussion on how things are handled in other colleges have been helpful. They also felt that some of the information needs to be discussed annually. Undergraduate and graduate student recruitment was suggested as a topic for future retreats.

- B. Austin Agho informed the group that President Hemphill will invest \$5M per year for five years to address items in the Strategic Plan. Academic Affairs' share is \$2.3M per year, but budget requests received total approximately \$12M. Dr. Agho will determine critical areas to be funded and will share his ranking of budget requests.

- C. The salary compression study is scheduled for next year and it is likely that the results will not be available until 2024/2025 academic year. Austin Agho announced that based on his conversation with President Hemphill we will not wait for the salary compression study to start addressing market salary and equity concerns. Discussion of this issue will continue at an upcoming Deans Council meeting.