Academic Leadership Council -- 03-30-11

Administrative Council Report – Helen Reid.

1. Paul Kincaid has been compiling a list of the ways in which cost centers and the University recognize faculty achievements. Examples should be forward to Paul by close of work Tuesday, 5 April.

2. Paul Kincaid is updating and reviewing the policy library.

3. The University has endorsed and will support the Springfield-Greene County Civility Project. On Wednesday, 13 April, 6 p.m. at the Gillioz, Dr. P.M. Forni will speak on: “Why Civility? Why Today?” (incl. handout)

4. There was discussion of extra given summer days for staff. One approach being seriously considered was the possibility of moving these days – probably two – to the holiday break between fall and spring semesters. More discussion will occur on this issue before a decision is made.

5. Staff equity. Two major points from the discussion: (a) raising the range of salary to bring up the low end, which (b) could result in staff salary compression. The former would be centrally addressed, but the latter would be the responsibility of the cost centers.

President’s and Provost’s meetings with the Faculty.
Dr. Cofer has been meeting with small groups of faculty for an hour at a time to get to know both them and what they perceive as significant issues in their work at the University. One session earlier in the week touched on characteristics of students, particularly a sense that they were underprepared and overly committed. Some of the approaches discussed that are utilized by faculty in addressing this and other student engagement issues are undergraduate research projects or modeling and peer mentoring, having upper class majors working with beginning students. The discussion generated some possible topics for FCTL workshops.

Dean and Department Head Professional Development.
Professional development sessions are being planned for department heads and for deans with one-day sessions for each with Pat Cormier from Penson Associates.

New Department Head Orientation.
Suggestions for items or topics to cover in a new department head orientation are due by 15 April. One idea briefly discussed was a directly of guardian angels, i.e., people who have background, knowledge of, or experience in certain types of procedures and whom new department heads could call upon as a resource.
Budget Incentives.
Discussion centered on generating more summer enrollment than for the previous year, and how to best position incentives for doing so. One of the issues is that President Cofer is interested in more engaged planning, and has made the observation that a number of incentives, resources, or facilitating arrangements have been set up, but are not being fully taken advantage of.

Greenwood Tuition Waivers.
Faculty and staff currently may utilize up to fifteen hours per year in tuition waivers, of which the equivalent of 6 may be applied toward tuition at Greenwood. There has been increased interest in raising the latter number. One approach would be for Greenwood/COE to absorb the increase on a space-available basis. Typically there are more spaces available in the secondary school classes than those in the lower grades. Another point of discussion was whether or not departments or cost centers would be in a position to do the same, i.e. take additional students, unfunded, based on the existing waiver system, if there were room in a class? General consensus was that such an approach was not a good one, but that if it were done it would be best if all colleges participated uniformly.

Two undergrad degrees – John Catau (incl. handout).
(See page 66 in the current UG catalog). General discussion of the provision for undergraduates to pursue multiple bachelor’s degrees. One example in CNAS would be someone completing a Bachelor’s in Biology and a B.S. in Ed, Biology, the former as prep for grad school and the latter if one pursued a school teaching position. The practice provides a means for students to hedge one way or another depending upon interests, job possibilities and graduate program admission success. Discussion centered on use of resources for developing student potential and the value of encouraging other models for such students, such as the accelerated masters.

DESE Reports – (incl. handout).
Based on general movement to the right in categories on the accompanying chart (In progress; Being Formatted; Under review), the status of departmental reports appears to be in much better shape.

Undergraduate Research.
CNAS held an undergraduate research forum on 25 March, and CHHS will hold one on Thursday, 31 March.
A.A. Re-organization draft (incl. handout).
A current draft of the Provost’s Office organizational chart was circulated. Things to note: structure for activities and offices for the A.P. for Extended Campus, and the accreditation office position under Institutional Research.

Provost’s Meeting with Faculty Concerns Committee.
Most of the discussion with the Concerns Committee was about the equity issue, and involved variability and flexibility in approaches for departments and cost centers. Key factors:
   a. Market
   b. Which salaries are significant outliers within a department?
   c. Which positions (persons) is a department not wanting to lose due to equity issues/

Information for fall reception.
Forward names of special persons, donors to Mary Ann Wood by 1 May for inclusion in listings of donors and other special friends for fall programs, receptions, etc.

Program deletion – John Catau.
Would like to know from deans status of any program deletions, given the imminent start-up for registration.

Additional information – Kathy Coy.
Additional information about the Delaware data can be found in the dashboards.

Enrollment issues – Don Simpson.
Applications for fall are down about 3%, but this matches the anticipated 3% decline in Missouri high school graduates for this spring. Admissions are basically flat. Transfer applications are down about 6%. Graduate applications are up by about 100.

Other.
COBA Dean semifinalists will be screened in early April to identify finalists to be brought for campus interviews. Final screening of candidates for VP for Diversity and Inclusion will be mid-April with campus interviews planned for early May.