Leadership Council Meeting
28 September 2016
Aderhold G23

Present: Craig Kennedy, Anneliese Singh, Stacey Neuharth-Pritchett, Jen Williams, Ellen Evans, Barbara Crawford, Janet Buckworth, Anne Marcotte, Cynthia Dillard, Cindy Vail, Andy Garber, Elizabeth Kozak, Ralph Knapp, Brian Glaser, Ron Cervero, Denise Spangler

Faculty Senate
Ellen Evans reported that Faculty Senate is off to a good start and held a retreat in September. The most significant topic of discussion was the faculty performance initiative, and this discussion will continue in October.

Fundraising
The three general priorities for development at the college level are undergraduate need-based aid, graduate student research support, and faculty support. Elizabeth Kozak asked each department head to provide a list of departmental fundraising priorities for the academic year and beyond to assist Elizabeth with matching prospective donors with needs. Please also identify opportunities for Elizabeth to bring a donor to an event you are hosting.

Invitations to the donor celebration on October 14 and the tailgate on October 15 were distributed. Please be sure to RSVP if you are going to attend to assist with planning.

Office of Academic Programs
Dean Kennedy noted that Laura Bierema will be returning to LEAP in January after having successfully led the transformation of the Office of Student Services. Stacey Neuharth-Pritchett will be the new Associate Dean for Academic Programs beginning in January and brings a wealth of experience with accreditation to the office. Paige Tompkins, a faculty member and former interim Dean at Mercer University will be the Director of P-12 Educator Preparation beginning in January. Dr. Tompkins will hold the rank of Clinical Professor. She brings extensive experience with accreditation, the Georgia Professional Standards Commission, the Georgia Department of Education, and administrative leadership to the position.

Diversity, Equity, and Inclusion
Anneliese Singh explained that the theme for the office is diversity, equity, and inclusion in action. Her role is that of consultant, educator, and advocate. She has been reaching out to staff and students. For instance, she met with the Staff Representative Group and is supporting Chris Linder and Darris Means who are piloting a social justice student leader program in CHDS. It will be broadened to other departments when ready. A speaker series will begin next week and will be streamed for watching live elsewhere and will be recorded for later viewing. Anneliese will be working with members of the Dean’s Council on Diversity to revamp it and elevate it to the college level by making it open to staff and students as well as faculty. Anneliese wants to work with department heads to ensure that DCOD and its issues are on departmental agendas for conversation about how we support faculty, staff, and students as well as programs. Mark your calendars for 24 March 2017 for the annual diversity conference.
#charlestonsyllabus events were very successful, and there was good participation and engagement from COE. ETAP is doing a book discussion as a follow up. Other ideas included a teach in and a college level book discussion. UGA Press is looking to publish on hot topics, so please pass this along to interested colleagues. Anneliese’s take aways from #charlestonsyllabus: It meant something to people to connect the personal and professional pieces of this work. The intentionality in the course content, particularly the historical context, was appreciated. There was a desire to be “restored” and know how to take care of oneself in the current news climate. People who have privilege wanted to know what they can do next.

**PhD Recruitment Weekend**

Ron Cervero reminded everyone that PhD recruitment weekend will take place 27-29 January 2017. A list of 3 students who have confirmed their interest in attending will be due to Ron’s office by December 9, and then Beth and Melanie will contact the prospective students to arrange travel and lodging. The format is the same as past years. Ron will soon be asking for nominations for current students to speak on the opening panel and to give research presentations. Also think about current students to invite to lunch on Saturday. Begin planning your departmental/program activities for Friday night, Saturday afternoon, and Saturday evening.

College Research Scholar Assistantship details will be forthcoming soon. As was the case last year, the nominee must come from among the 3 students who attend recruitment weekend.

**Faculty Performance Initiative**

Several departments have already held discussions on the faculty performance initiative. Faculty appreciate the improvements to the document since January (removing the connection to merit raises, allowing a third faculty member to be involved in constructing the plan, adding the FMLA clause). Concerns and questions raised included the following:

- It is unclear why we need another process between annual evaluations and post-tenure review. Responses: One year is not enough to establish a “pattern” whereas 5 years is too long to wait to provide support if there is a need. Data show that 99% of individuals at UGA pass post-tenure review.
- The language is punitive rather than supportive. If we want to support faculty, we need to provide supportive structures such as mentoring and spaces to talk about research and teaching.
- What happens to post-tenure review if you are on a professional development plan as a result of the faculty performance initiative or vice versa?
- There are concerns about due process for faculty members when no appeals are allowed of either annual evaluations or the professional development plan.

**Mandatory Reporters**

Denise Spangler distributed information about state law that makes all faculty, staff, graduate assistants, and students mandatory reporters of child abuse. To ensure consistency of communication, the information will be posted on the intranet and in COEfyi. Department heads were asked to ensure that faculty members include a paragraph with information about obligations for mandatory reporters on their syllabi beginning with spring semester. With increased experiential learning and field experiences, we need to be sure that everyone is aware of our responsibilities.
Kinesiology Homecoming Events
Janet Buckworth invited everyone to the Kinesiology distinguished alumni speaker event on October 14 at 2:30 pm in 205 Ramsey. The speaker will be Gen. Maureen LeBoeuf (Retired), the first female department head at the United State Military Academy. For more information visit https://coe.uga.edu/events/calendar/department-of-kinesiologys-annual-distinguished-alumni-lecture-and-research-day-20161014.