Leadership Council Meeting Format - Interim Dean Denise Spangler

- Denise Spangler opened the meeting by proposing that we use the COE Process for shared decision making to structure the Leadership Council agendas.
- To the extent possible, informational items that aren’t already in COEfyi will be emailed to LC members rather than being shared during meetings. She asked for thoughts and suggestions on this. The Leadership Council was in agreement with this new meeting structure.
- Denise invited Council members to share genuine feedback with her, including the expectation that we will not always agree. She would like to have problem-solving discussions that lead to solutions.
- Denise requested that we please spend 20 minutes reading 3 documents: (1) the COE bylaws, (2) Leadership Council Operating Procedures, and (3) Shared Decision Making model.
- Denise asked if there are other future agenda items. Some questions about her workload and roles. She will be doing Interim Dean and Senior Associate Dean for Faculty and Staff Services. Search committee and applicant review for Christy Glazer’s position is happening now. Questions about hiring for Kim Wright’s old position, and there will be a new person starting March 12.

Faculty Senate Report - Jim Garrett

- Increase in Targeting/Trolling of COE Research in Alt-Right Websites – some COE faculty have been targeted on social media and on their websites. Faculty Senate would like to convene DEI Office, Communications, and Faculty Senate to identify what the phenomenon “looks like” and what the next steps would be to address this concern. Denise Spangler shared that there are some best practices in terms of responding to these types of incidents, and that working with the Communications Office and DEI Office is important as they have fielded these types of issues previously on Twitter and other platforms. Please share any resources with Jim Garrett.
- Faculty Senate Role in Discussing Role of Guns – Jim asked the Provost what the UGA stance would be on prospective students who participate in walk-outs/protests via recent e-mail communication. Many universities have issued public statements that participating in social protest (e.g., being arrested) will not preclude you from being admitted to a university. He is waiting on a response.
- Service Time – Several issues Jim has spoken with Denise about related to service time: (1) allotment of service time to departments from administration and can allot them as they see fit for department needs and (2) clinical versus tenure-track faculty and how service is conceptualized differently. Focus on institutional and professional service time first, and then look at other aspects.

Reflective Structured Dialogue – Anneliese Singh

- Anneliese shared that national best DEI practices include having a dialogue program that prepares constituents to have courageous conversations about difficult or “hot-button”
topics. The DEI Office is exploring the Reflective Structured Dialogue (RSD), run by Raye Rawls (Fanning Institute) and Janette Hill (CIS), as several COE faculty, staff, and students have been trained in RSD.

- To learn more about RSD, there is a 1-hour *Courageous Conversations on RSD* on March 1, 12:00-1:00 p.m. in G23, where you can get an idea of the power of RSD and dialogue.
- On April 5 (Thursday) from 1:00-5:00 p.m. there will be a 4-hour training on the Reflective Structured Dialogue (RSD). Unit heads will receive an email about this RSD training, and there is room for 40-50 participants. Please identify staff, faculty, and students who would benefit from this training and share with Anneliese.
- Denise shared that part of department head training is engaging in courageous conversations. She would like Leadership Council folks to get RSD or other types of trainings (or read a book on courageous conversations) and then come back into this group and talk through some case scenarios that often come up in COE leadership.

Sample Directory Pages – Jared Brown

- Jared has been meeting with unit heads to get feedback on the website, and then is taking that feedback to make changes. An example is a “Jump To” section at the top right of the page that is similar to a “Table of Contents” so important content does not get buried in the bottom of the page. The current Table of Contents is a stop-gap solution, but eventually departments can customize the listing to emphasize what is most important for their units. Additional customization of academic program pages will be coming in the future.
- Jared has assessed domains of the web and areas that need attention. Directory pages are one of those. These are your “profiles of record” – when you are Googled, this is what people will find (e.g., Search Engine Optimization-wise, you have the power of the university behind you, so your profile will likely be the highest hit). So, it is a great opportunity to highlight what you have, are, or will be doing with research and other areas. He shared a few exemplars (Dr. Tisha Lewis Ellison, Dr. Bernadette Heckman) so people could see what directory profiles might “look like.” The COE pages are the only way that people can find COE faculty and staff right now from off campus because the main UGA website has restricted use of the University directory to on-campus computers.

Courses Not Taught within the Last 5 Years - Stacey Neuharth-Pritchett

- In next couple of days, department heads will get an email from the Office of the Vice President for Instruction that will list courses that have not been taught in the last 5 years (about 350 courses) in that college that are targeted for deletion. You can filter the document by your department and then by prefix in case there is a cross-listed course (won’t appear twice in the list). Please also carefully examine the listing for your courses (e.g., one course targeted that has not been taught face-to-face in lieu of online versions, but still a need for the course to exist). There is a March 9th deadline for a sign-off/approval if the department is advocating for the course to remain in the CAPA system. Stacey Neuharth-Pritchett will receive all of those requests, compile them, and forward to Denise for signature authority. One response will come from the college.
- There will be a process to reinstate courses if they are mistakenly taken off the list. A brief rationale justification will be required for any course that needs to be retained.
COE Research Office – Ellen Evans

- Trying to reinvent the conference, and are constrained by date, time, space and scheduling. The conference will take place in the Coverdell Building on March 23.
- Unit heads asked to identify 1 faculty member per department to be a “brave soul” to participate in a “Shark Tank” process to pitch their research. Departments will need to develop a process of how to select the one student. Will highlight how to communicate what you are doing to a more broad audience, which is important because our grants are not always reviewed by folks who are in your audience.
- There are limited posters per department (5 each), solely due to space limitations. Departments needs to determine the process for selecting their 5 competitors.
- She would like to grow the event to a cross-cutting connecting event that attracts graduate students and the full range of researchers in our college with potential partnership with other colleges.