13 August 2014  Faculty Senate Beginning of the Year Retreat

In Attendance: Scott Ardoin, Holly Kaplan, Janette Hill, Bettye Smith, George Engelhard, Paula Schwanenflugel, Rebecca Lieberman-Beltz, Bernadette Heckman, Merrily Dunn, Jori Hall, Dorothy White, Aliki Nicolaides (via online for the Dean’s presentation), Dean Kennedy for presentation, Assistant Dean Denise Sprangler for presentation

Scott Ardoin brings meeting to order with introductions.

President requests self-nominations for recording secretary and parliamentarian. Holly Kaplan volunteers for recording secretary.

Discussion ensues re: consensual decision making vs Roberts Rules of Order. Scott Ardoin wants to follow guidelines re: Roberts as it is the stated policy of the Senate. Merrily Dunn volunteers to be Parliamentarian.

President elect was discussed and Janette Hill has volunteered. Vote taken Janette Hill was elected.

OLD BUSINESS:

Scott Ardoin notes we must change wording on two documents re: finding a Faculty Senate President Elect. Specifically we must change wording to be consistent across all Senate documentation/policies and we must not permit a President who is not a Senate member to vote. Voting rights for this non-member President would then give that Department three votes.

Scott Ardoin provides clarification on the UGA grievance policy. Link to the policy was provided and needs to be on the Faculty Senate webpage. Discussion of the policy ensued.

COE is reconstructing the website. Scott Ardoin met with web designer in the Spring and has not had follow-up. It appears Senate will have a site on COE intranet only. Discussion ensues to determine if we need to be on COE intranet and/or whole internet. Link for access to grievance procedures will be on the Senate page if possible. Members agree that Senate Faculty should be on a tab under college wide leadership. Forms etc. would be on intranet. Contact information for the Faculty Senate needs to be on the internet section. Scott Ardoin will try to develop information (history of Senate) for the webpage.

Lack of consistency in Dept. Head communication to faculty from Leadership Council meetings remains a Senate concern. The Senate has a goal to try to develop some consistency in dispersing information to faculty throughout the COE. Dean Kennedy is onboard with this effort. Janette Hill notes this can be difficult in determining how to transmit information as individual Faculty Dept. Heads have different communication styles. Scott Ardoin is planning to gather info from this meeting and share with Senate and on our intranet webpage.
DEAN KENNEDY UPDATES- the Dean attended the meeting for one hour giving the Senate an briefing on the state of COE.

COE Statistics are improving. Grant funding has gone down over past five years, but went up last year up 6% especially in service and teaching grants. Evidence based funding is up a bit too. The Dean wants to promote seeking service/teaching grants and seeking these grants. He is encouraging faculty to get funding to study our service activities and improve them.

Credit hour production is better. Two years ago, had a 3.2% decline with consistent decline over past five years. This year we are up 2% with an enrollment decline of 3%. This is good CHP in particular online programs in Master’s Degrees ($49k/masters online). We want to do more at Gwinnett, hybrid, online classes with our alumni as a major target audience. School Leadership program is taking off with Gwinnett and Athens with full cohorts. Major thanks to Ed. Leadership Faculty. This was from the Board of Regents to make that program work and it is happening.

Ranking improved from 43 to 33 nationally. It is a goal to be in top 25.

Philanthropy has been flat. Had 15% increase in last year. We now have a director of alumni relations.

Investments are therefore better.

Hired 18 new full-time faculty members. Launching 21 new hires this year.

Denise Spangler is the new point person for all hires. The Dean will continue to interview all new candidates, he views this as critical. He is looking for the big picture of the entire COE to balance strengths.

Changes at UGA.

Both new leadership from within and bringing faculty from other places to enrich the conversation among leadership group.

The Graduate school is changing. There is a new open search for the Dean of Grad School. The Dean is leading it and has 85 applicants with 50% really qualified. The result should be a strong Dean with recommendations from the faculty in how to develop the Grad school. The goal is to hire by January. The Dean and UGA Leadership feel this is a needed shift to make Grad students belong to departments and not to the Grad school. New Law School Dean search is underway.

New VP of Instruction search will be starting.

Hired a new VP for finance (internal hire) Brian Nesmith is the new person with a consumer friendly thought process.
Credit hour production formula is being changed with faculty getting more credit for teaching undergrad courses and the need for clinical faculty to get credit for what they teach. Formal announcement in the next six months. COE will benefit and all faculty will be valued.

Provost interested in extramural funding. UGA must improve on getting grant funding as we are NOT anywhere near peer institutions in getting grants.

Refocus on undergrad instruction such as Odyssey and Freshmen classes and try to engage them more. This should also improve graduation rates in four years versus longer.

Improve quality of our PHD students. Need to improve national recruitment. Need to foster full time funding with guarantees for funding over time.

The Dean is co-chairing a committee on how to improve research funding and streamlining grant management.

These are positive changes that should engage faculty and streamline UGA processes. Need to fix problems rather than add another layer of bureaucracy. Gradate d school changes are an example of how this is changing. (No positive comments about the grad school from faculty prior to changing dean and UGA Leadership realized need for changes).

The Dean’s Plans for this year include:

New Senior Administrative Team all appointed by him.

Spangler—faculty and staff services

Parrish—outreach and engagement, events planning—have all events planned through them

Beirma—in charge of out of teacher ed groups, re-tooling student services, consumer focused – handling school placements—many changes—both have left, but structure is now a team to place all students—dept must be in the network with student services for placements to work

Staff member on the Dean’s Cabinet.

Asst Dean for Finance which is more typical of models.

End of year spending extravaganza is now over. Money is going to teaching, conferences, grad students proactively rather than saving money to the end to by stuff. $50 mil budget with only $1K left at the end of the year. The point is to be proactive in spending, no more May glut.

Ralph Napp OIT Director, consumer oriented, “Local service provider model.” Every floor will have a dedicated person to handle OIT issues with the goal to improve quality of service. Revenue neutral environment—budget is capped. Napp is trying to buy tech at a good price that works. He is working on making the building interactive moving away from desk top computers in COE classrooms and using smart phones, tablets, and laptops to run systems. It is a goal to Re-do all the smart board in the next few years. One strategy is to re-populate student computer labs with older units that are still fine. All
glass lobby format in OIT to get help at the office. OIT now has an it display room for faculty to come and try things.

Carl Newell – working on extramural support and wants to mentor folks in getting grants. Reviewing all institutes and centers. Centers must be self-supporting.

Blue ribbon committee to update Torrance Center and have more research done on how it will be the leading research center on creativity. Committee will be internal and external in make-up.

Six positions turn over in last year in Dean’s Office. Large budget for salary has been re-focused. The Dean has hired younger folks. Re-tooling as a service oriented Dean’s office – revenue neutral, positions are rethought and salaries are not going up. New staff writer Morales is fantastic! UGA is thrilled with COE’s new media style. Michael Childs is retiring and we will hire two new writers with this salary pool. Much more communication should be seen. Faculty members will not be writing their own stories anymore.

Website. We are in phase one. Final site will be up in January. Right now site is not good. Doing phase uploading to make improvements as we go. Temporary front structure now, gone by January. New operating system is in place, structure is a huge change. Intranet 6000 pages internal down to 600 pages. The intranet will be accessible to COE members only. External site will be for perspective students, current students, and research/faculty activity. 4 month timeline to get pretty and functional. Tell Daniel the web designer what does not work and be polite but clear. Get your personal webpage done and up. Photo shots will be taken – get date off of coe listserv page. You can have a click forward to your lab or teaching site.

4 conferences: Diversity, State of Education, Innovations Conference, Research Conference

PhD recruitment weekend, 3-4 students per department, interview and woo. Folks liked the weekend honored, did not come due to money if did not.

Philanthropy—E. Goff to work on getting more funding. Student ambassador program is started. The ambassadors are to be oOut and around community and college discussing COE around community and state. Board of Visitors Alumni and careers to help develop ways to reach folks who want to donate. 25 people will serve at first – thought that we will get small and large donations for

1. Funding support for undergrads as first time college attenders beyond Hope funding, improve diversity
2. PHD funding, support the next generation of researchers
3. Endowed Chairs for Faculty
This effort is taking 20-25% of time of Dean.

Strategic Plan—Laura B. heads the team. This will be discussed at Fall faculty meeting. What are our priorities and what is important to us? The plan need metrics that are easily assessed so progress on the plan can be monitored. Diversity, Research, National Presence. Instructional innovation are primary areas of the Dean’s concerns for the future.

**Questions posed to the Dean.**
How do we communicate with policy makers? Request for training on how to tell policy folks what we do.

Personal website—there was a push around 2005 to have them, but many were not kept active. Do we need them? The Dean views personal websites as a personal choice. The Dean wants the front page for all to look good and be updated regularly. Daniel’s job will change from getting web up to constant updating. This needs to be a program level effort.

Scott Ardoin recommends having the website labeled as under construction until January.

**Discussion of the Dean’s Talk**

1. How will the new strategic plan be different from last one? Can credence be given to the old plan and what has been accomplished. Janette Hill is on the New Plan Team. Started with old plan through 2015 and noted old plan was not completely monitored or enacted. Administration changed and that effort faltered. Bierma uses smart goals, old goals and gather info from faculty as a strategy for development. What action items need to be done now? How can we build on what we did before? Team member at each first faculty meeting. 30” of each first dept meeting is requested to build smart goals for the plan. Bierma was on old monitoring committee, online system to keep engagement up on the plan. Team has been meeting since Spring. Five year plan is the strategic plan, which is a good change in nomenclature.

2. Diversity piece of the plan. What is the Dean’s goal? Core focus of his – at all times that he speaks? Senate members expressed concerns that the Dean define what he means by Diversity? The four core goals need to be defined and then they can be planned for and measured for improvement.

3. Do the Dept Heads support the Dean’s and Strategic Plan Team goals? Does the faculty support these goals?

4. What does the faculty need to aid COE in meeting these goals?

5. Will discuss feedback to Dean in New Business- November meeting. We are supposed to be in charge of that procedure. Need to redo the survey etc?

**Discussion of Senate Policies and needed changes in the document are then addressed by Ardoin.**

1. Proxy need – do we want to keep current policy? Perhaps policies reflect pre-dept restructuring and we need to focus on representation from each department.

2. Officers of Faculty Senate—“all officers should be Senators” President is not a Senator?

3. Typos were corrected.

**New Business:**
Dept Head and Dean’s Cabinet Review (Adm feedback committee)

1. Elect individuals at first faculty meeting, President and three members. The Dean is concerned about information he is receiving. He notes information/comments about Department Heads and Asst. Deans are at times personal rather than work related which is inappropriate. Thought is that only “upset” or dissatisfied individuals go to complain. Small numbers go to make comments.

Thoughts—positions are not defined well so faculty do not know the roles and goals of the positions, what can we do to increase response rate, redesign survey, speak with chairs on recommendations on how feedback can be provided. This is important work as Senate has a large role in how these evaluations are completed.

Faculty feels evaluations are not used. Never see the outcome of the evaluations. Important that the faculty knows that the information is used in the overall ratings.

How are GA’s given out and what do GA’s do across departments? Departments want to know what the formula is for giving out GA’s. Departments have differing needs but an open discussion and information given could be out so folks have that information.

Career Track Faculty who are not in traditional departments are not represented in the Senate. Senators come from depts. Institutes have faculty members who are not represented. Adding them would require a bylaw change. COE has an increasing number of career track faculty who do not have home departments. They tend to attend staff meetings at this point. Scott Ardoin will get more information on this group prior to further discussion.

Spangler Presentation

Denise Spangler meets with Senate to discuss her new position. Awards, travel funding, opportunities to do new things will be under her purview. She will not be doing Finance. Goal of her department is to be a facilitator for faculty across all career stages. She also wants to try to rebuild a sense of community in COE. She wants to clarify and streamline policies. She wants to have a clear policy on continuing education and professional learning. There will be an orientation for new faculty with monthly gatherings. She wants to support Department Heads in their role. She is concerned about faculty members from under-represented groups.