Members Present: Doug Knerr, Scott Johnson, Vahid Lotfi, Keith Moreland, and Chris Waters

The meeting was called to order at 10:00 a.m.

**Provost Welcome and Update**

Doug welcomed the Council and indicated that he wanted to talk a little bit about what is on the docket, agendas for everyone, etc. He explained that he plans to bring issues or decisions forward on a routine basis from the Cabinet Meetings. The two more recent ones included the following:

- Efforts are underway to try to inventory our social media to determine where we are and/or how we should move forward noting that there are a lot of risks but also a lot of opportunities both for programs and the university. We need to review how it is being managed, staffed, and back-uped with a plan to control that environment.

- The Cabinet has been discussing the Cleary Act, Violence Against Women Act, with the anticipation of reviewing the new amendments soon. The Chancellor is waiting for any policy changes enacted before moving forward.

Discussion ensued regarding social media with Doug noting that it is important to know your audience and be able to evaluate the importance of the content of the message. He said that he was very impressed with our Photo Day indicating that this is a great recruitment tool.

Doug reported that we need to have a balance with hiring as we move forward. Right now the Chancellor wants to tighten up extra pay and the posting process until a more thorough review is made. One of the deans indicated that there has been discussion regarding what chairs/program directors are being paid but we cannot discuss it because we have no data. Discussion ensued.

**Meeting Preferences**

The Council concurred that the meeting time was fine and worked for them. There will be an adjustment for the August 25 meeting but members should leave it on their calendars for now until an alternate meeting date can be established. Doug urged Council members to keep him informed and feel free to contact him either via cell phone or email should issues and/or time-sensitive matters arise. He indicated that when additional colleagues join the Council, he would like to have a more structured agenda that would include less time and more focus, more reporting, etc. to develop a fully functioning and meaningful meeting of academic leadership.

**Searches**

Doug indicated that today he is meeting with the three Interim Dean candidates who were nominated by faculty and recommended by the Executive Committee. He hopes to make a decision soon. He also said that he has been in touch with Korn/Ferry and plans are to continue the searches very aggressively.

**Approval of Minutes from June 25, 2015**

The Minutes of June 25, 2015 were approved as written.
Scott indicated that because of the upcoming AACSBI accreditation for SOM some new faculty hires would be necessary. Sometimes it is necessary to get the postings approved through HR very quickly especially in terms of salary. Doug indicated that he is working closely with HR. He urged the deans that early planning needs to take place two or three years out. As investors in the institution, there needs to be a clear strategy and intentionality regarding what is needed.

Doug explained that it is evident that a line still needs to be defined in terms of decision-making with regard to hiring. We need to have efficiency in the process. He said that as an academic team, we can influence the efficiency of the process. Much discussion took place regarding the fairly new Cabinet and that the dynamics have not been established yet. Doug mentioned that he is meeting with the Chief of Staff on a weekly basis. He explained that the Council can have an academic impact on the Cabinet by decisions that are made and efforts that are taken to strengthen Academic Affairs.

**Academic Affairs Planning**

Doug indicated that he would like to get a handle on what we would like to achieve, along with the strategies, tactics, and outcomes that we want to commit to. He said that it was important mapping to strategies and building trust. We also need to review our alignments and goals within Academic Affairs and how well those get back to the Provost Office. We need to have a very strong sense of alignment.

Doug reported that he is willing to financially support the chair role in terms of development opportunities, chair mentoring, a united council of chairs, more external recruitment, and professional development.

Doug also mentioned that he is extremely interested in developing thoughtful partners, both externally and internally. He told the deans that he would be very interested in knowing about any doors that they can open for him in terms of partnerships. Doug mentioned the importance in developing clear and direct pathways with our community college partners. He said that he will bring examples for the deans of things that can be done in this regard. The deans reported on the partners that they now have and some of the things that they have found that work and don’t work, i.e. exchanging students on a one-to-one ratio. They said that they are working to make sure that students from their external partners have a positive experience.

Discussion took place regarding the inequity of faculty salaries based on market. Most of the deans concurred that salary compression is a commonality that their faculty just accept as opposed to not getting good faculty for their programs. Also, the merit program was discussed.

**Area Updates**

Vahid reported that K-12 is moving forward. Today the University is welcoming 25 students from Alpena in an Engineering Summer Camp. He also reported that they have been working with Carmen Ainsworth to explore expanding their DEEP Program to eventually becoming an early college in STEM fields. This move, if implemented, will actually entail phasing out an existing DEEP program that is not meeting its enrollment goals and transitioning the faculty resources to Carman.

Vahid also reported that Graduate Programs is doing well with a conservative enrollment projection for fall. Internationalization is solid with an expected Freshman enrollment of between 50 to 70.

Chris indicated that the Freshman enrollment numbers are not as good as she would like at this point. She indicated that she, Aimi, and Jon are meeting with the Provost and would welcome any good experience that can be provided as a result of positive retention and recruitment.

Chris reported that through work that Barbara did with AAAC and the Council of Deans, CAS undergraduate programs will be undergoing external program reviews on a seven-year cycle. Those programs who will not be conducting program review will be those that are accredited by an external agency.
Chris also mentioned that sometime we need to relook at General Education. The implementation of General Education did not completely take place; we need to complete that process in terms of developing suites and courses.

Chris also reported that we are in year six of Student Persistence and Completion and work is being done on the Assurance Argument. She said that a group of faculty were sent to the meeting in Chicago and she is hoping that this group will take the lead on the Assurance Argument that will need to begin being developed soon.

Keith reported that the Urban Health and Wellness Center will be officially closed as of the end of Fall 2015. He also said that an Occupational Therapy Doctorate has been proposed and the Physical Therapy Doctorate is being expanded. He explained that with Nursing efforts to develop into a school, the comments that they have heard are to hire more tenure track faculty so they have hired a few this year. Public Health and Health Sciences relies on adjunct faculty to a large extent; they are making efforts to change that balance. Keith also reported that SHPS has many external partners, especially in regard to the RN to BSN Program and a few in Public Health and Health Sciences.

Doug announced that we are streamlining the Academic Affairs Convocation this year and eventually the Chancellor wants to go to a university-wide convocation.

The Council of Deans Meeting adjourned at 11:35 a.m.