Universities OF michigan-flint

Council of Deans Meeting

Thursday, September 26, 2013
3:00 p.m. – Shiawassee Room

~ Minutes ~

Members Present: Gerard Voland, Robert Barnett, Scott Johnson, Vahid Lotfi, Albert Price, and Chris Waters

Guests: Jie Song, Faculty Coordinator/Faculty Mentoring Program
Alicia Kent, (former Faculty Coordinator)/Faculty Mentoring Program
Fawn Skarsten, Director/Institutional Analysis
Tony Brumar, Business Intelligence Analyst/Institutional Analysis

Provost Voland called the meeting to order at 3:00 p.m. by welcoming guests and allowing introductions.

Faculty Mentoring Program ▶ Jie disseminated a packet of information and reported that the Faculty Mentoring Program is in its fifth year of operation. He pointed out that on the 2013-14 Calendar, a meeting/dinner is devoted to associate professors per the recommendation of the deans from the last time that Alicia presented at the Council of Deans. He indicated that, per the Annual Report, there have been significant achievements in the program. Jie reported that this year there are 12 mentees and 9 mentors. He indicated that in March a survey of associate professors was conducted – results included in packet. And, finally, he indicated that a copy of the Handbook for Faculty Mentors has been provided as well.

Alicia elaborated on the associate professors survey by indicating that there was a great interest with a response rate of 50%. She said that this group is not interested in one-on-one mentoring, but rather, having mentoring program groups for networking. She indicated that the Committee is working on developing a pilot group. Alicia reported that the associate professors ranked the most interest in: managing service expectations and secondly, staying motivated in their scholarly or creative activity. In addition, associate professors responded that they did not know what was needed to go up for promotion to full professor. Much discussion took place in terms of sharing from the units the particular workshops/programs that they each have in place regarding promotion and tenure for their faculty and some of the challenges that they face. Alicia suggested that perhaps a workshop is needed to help diminish the anxieties or myths that faculty have regarding promotion and tenure. Deans agreed that once faculty attain associate professor rank, with tenure, that they are bombarded with pressure to serve on committees, serve as chair, and/or committee work. In addition, larger departments have more of a path developed by the senior professors than the smaller departments so information regarding the process/expectations is somewhat more readily available compared to a smaller department who may not have any full professors or maybe just one. Alicia concluded by asking deans to share the Faculty Mentoring Schedule with their departments and asked that they not schedule events that would conflict with the Faculty Mentoring calendar. She also indicated that she and Jie may want to meet with deans on an individual basis.
Dashboard Presentation/Information ► Fawn reported that the Tableau Interactive Business Intelligence Dashboard is an exciting new interactive dashboard tool that deans now have available to them as of today which can be accessed from their desktops. She provided a brief overview of the tool and disseminated a handout which briefly provides benefits, goals and success measures, and other information. Fawn concluded that once Ann Arbor rolls out the program via Wolverine, everyone will have access.

Tony provided a live demonstration of the Tableau tool to deans. He showed the deans how to drill down for more detailed information and indicated that all the dashboards can be exported. Tony indicated that the beauty of the program is that it is capable of blending data from a multiple of data sources. He also said that one-on-one training sessions for deans would be available.

Fawn concluded by announcing that four training sessions have been scheduled with key individuals from each of the units. Deans added names that they also wanted included. She indicated that the sessions would be focusing on Strategic Plan indicators rather than on individual needs of each unit. And, eventually training will be extended to chairs/directors.

Approval of Minutes from September 12, 2013 ► Review/approval of September 12, 2013 Minutes were tabled until the next meeting.

The meeting adjourned at 4:10 p.m. due to the Faculty Mentoring Program Reception at the Ross House for which deans were invited.