UNIVERSITY OF MICHIGAN-FLINT

Council of Deans Meeting

Thursday, November 14, 2013
3:00 p.m. – Shiawassee Room

~ Minutes ~


Guest: Diana Curran, Director/Flint Human Resources

Provost Voland called the meeting to order at 3:05 p.m.

Human Resources Issues – Sexual Harassment Training ▶ Diana announced that emails have recently been sent out to staff inviting them to a Sexual Harassment Training conducted by Roz Jaffer. She indicated that faculty will be invited to participate on January 16, from 9:00 to 11:00 a.m., in Michigan Rooms C and D. She asked that deans encourage their faculty to participate and stressed that the deans should participate as well. Diana said that plans for future sessions will include awareness topics such as diversity, discrimination and inclusion.

Human Resources Issues – Reclassification Request ▶ Diana indicated that as a result of requests to reclassify a few of the Executive Secretaries, a complete review was conducted on all of them and the end result was that all Executive Secretaries will be reclassified to Assistant to Dean, with exempt status, effective December 1, 2013. She explained that a review of past payrolls was included to make sure that no one will suffer financially by losing overtime and that a few minimal financial upgrades will be made. She indicated that Helen will be notifying each Dean and will also be seeking information from them to develop a job description which should be submitted by December 1. Bob asked if the new classification will now allow them to take on supervisory work and Diana said yes.

Human Resources Issues – New SPG Regarding Faculty Conduct ▶ Diana disseminated a copy of the new SPG 201.96 which is a policy for the Professional Standards for Faculty. She explained that this has been approved by the Regents and is online now; however, it has not been announced to faculty because the communication plan has not been completed. Diana wanted to make sure that the Deans are aware of its existence since it has been approved and is in force. Much discussion ensued.
Approval of Minutes from October 24, 2013

- The Minutes of October 24 were approved as amended. Vahid announced that two units have approved the Graduate Grade Change Policy with Rackham having approved the exemption. The remaining two units will be contacting Vahid in the near future with their results.

Funding the Dual Enrollment Programs

- Vahid disseminated a Dual-Enrollment Educational Partnership (DEEP) Revenue and Expense Analysis explaining that the contents are the results of all of our faculty involved in these programs which includes Lapeer Educational Technology Center, Lapeer Community Schools, Livingston County (Hartland), and Utica Community Schools. He noted that the enrollment for this year is 162; however, we expect that to double next year. He walked through each section which provided the total revenue and the revenues for each unit based on the current distribution ratio of 80% to the unit and 20% to his Department for administration purposes.

Vahid explained that the existing problem is that under the current distribution ratio the projected shortfall for this year is around $87,000. He had met with Jerry Glasco to discuss various options and Jerry had been supportive of exploring revisions to the distribution model. Vahid asked the Deans to consider a different model in order to offset some of the shortfall. His handout provided a detailed listing of administrative costs as well as two other distribution models and how those would affect each of the unit’s revenue. Vahid added that other departments such as Advising, Admissions, Registrar, and Student Accounts are currently helping and not requesting any compensation; however, this issue might need to be revisited in the coming years. He said that if another distribution model is approved that it would not take place until FY15.

Much discussion took place with Deans being very supportive of the program and realizing its benefits beyond financial revenue. They unanimously agreed to change the distribution model to 75/25. Vahid indicated that the effects of the new budget model will be revisited but anticipates that as the program grows, with some of the expenses staying constant, the shortfall may be drastically cut.

M-Cubed

- Gerard announced that in an effort to increase cross discipline research among faculty, Ann Arbor has created an M-Cubed program. The M-Cubed concept involves three faculty members working on one initiative wherein the research is supported by $20,000 from each faculty member (some coming from their Provost, some from their College/School, and the rest from the faculty member, i.e. grant, etc.). He said that currently Ann Arbor has 222 active M-Cubes. He indicated that there is an all-day symposium going on tomorrow and anyone is welcome to attend. Gerard said that although we would probably not have the funding to duplicate, he would like to explore the concept and see if we could do something similar.

Matters Arising

- Bob announced that he tracked down the old SEHS Faculty Code that was approved several years ago and within it were Faculty Grievance Procedures that were very similar to CAS. Bob is working with Melody to see if the older Code was ever approved by the Regents. If so, the faculty are willing to put the draft of a new one aside and take a look at what was approved.

The meeting adjourned at 4:35 p.m.