UNIVERSITY OF MICHIGAN-FLINT

Council of Deans Meeting
Tuesday, December 8, 2015
3:00 p.m. – Shiawassee Room

~ Minutes ~


Guest: Susan Alcock, Special Council for Institutional Outreach and Engagement

The meeting was called to order at 3:00 p.m. and Doug welcomed Dr. Alcock.

Tri-Campus Collaborations ► Sue provided a brief overview of her background and indicated that President Schlissel asked her to join the President’s Office in an effort to enhance collaboration with all three campuses in making connections that would be good for all sites, benefitting the students, and sharing resources in a mutually beneficial way. His thinking is that we should not have agreements with other universities that we don’t have with each other. She indicated that to date three areas of interest have emerged:

- **Articulation Agreements** – streamlining movement of students between universities; identifying which credits get transferred, etc. Even though we are three universities, we are one system.
- **K-12 Education** – Don’t know where that stands here, but Ann Arbor is beginning a program with the schools, Wolverine Pathway (pipeline programs).
- **More Online Content**—creating more open classroom space. There are lots of software and programs that could be shared rather than “recreating the wheel,” with an additional focus of things that could be of use in the community.

Sue asked the deans what we have done in the above initiatives and/or other ways that collaboration could take place.

Vahid indicated that we have a number of programs associated with K-12 such as our DEEP (Dual Enrollment Education Partnership) Program which is currently operating in Lapeer Community Schools, Livingston, Utica, Hartland, including eight different sites with over 400 students. He explained that we also have the Genesee Early College on campus (GEC) and three-year Early College with Grand Blanc Schools which have been very successful. Another early college with Carmen-Ainsworth is being established and we are working to partner with Ann Arbor for providing summer support and related co-curriculum activities.
He indicated that UM-Flint has been working with Associate Dean Nurse from LS&A in regard to developing some collaborations and we have found them to be very collegial and receptive to our ideas and proposals. Vahid explained that they initially denied transfer of our DEEP credits until we met with them, explaining the program, and sharing the syllabi of our faculty. We are now the only university that they accept our DEEP credits.

Susan commented that she would like to see collaborations become more universal and/or standard. She explained that sometimes collaboration has been developed with a department and/or unit that is working very well, but then when the person retires or leaves, then the program seems to go away as well. She said that there are several programs that she would like to see a 2+2 program being developed, i.e. architecture, and others where we don’t have the ability to specialize.

Donna expressed a need in the area of Pharmacy. She said that they have had initial conversations with the Dean of Pharmacy at Ann Arbor and he is very open to working with us. Another area would be Physician Assistant; there are two other possible programs that could connect with Ann Arbor – IEP Center and the Urban Research Institute (URI). In sharing examples regarding possible collaboration in regard to URI, Donna noted that:

- Some groups have secured funding for their organization/project, but they don’t have the skill-set to do the research.
- There has been interest in the community for a “think tank.”
- Another group needed help with doing assessment.
- The Flint Schools are trying to rebuild their community education component within the district and would like help with that.

Scott indicated that he would like to see some kind of collaboration where students who do not qualify for the Ross School of Business could be given an option to visit/enroll in UM-Flint still achieving the University of Michigan degree. He also discussed the possibility of collaboration in the general area of the increasing role of cell phones and how such ubiquitous communication and mobile decision making will be affecting many academic disciplines.

Bob indicated that we need to make engagement with the local community more curricular. We could be doing a lot of partnering in this area. Ann Arbor has sent students to work in the Flint area with underserved groups; we need to take advantage of other community cultures as experience and learning tools for our students and also as a benefit to our communities. Much discussion took place by all regarding some community examples where there could be mutual benefit and collaborations between campuses.

Sue added that there is an extreme need for extended/lifelong learning where retraining is needed for additional careers for displaced workers, etc.

Susan said that even in short-term initiatives we should collaborate. She explained that CAS has an eminent African specialist who routinely brings in world renown African writers/authors; we need to make more of an effort to share those experiences. She also said that there are areas that
are not in academic affairs that would benefit with more collaboration such as: career planning, technology, Student Success Collaborative, and alumni and development areas.

Sue was very grateful for all of the information and insights. She indicated how impressed that she was as the discussion concluded.

**Approval of Minutes** ► The November 10 Minutes were approved as amended.

**HLC’s “Determining Qualified Faculty”** ► Susan said that in relation to the HLC Assumed Practices, specifically the “Determining Qualified Faculty” criteria (B-2-a), she said that she would like clarification whether HR would be assisting units with this and/or what role they would be playing.

Vahid said that HR had sent out a recent spreadsheet containing the list of the faculty with their academic degrees. Schools and the College have been asked to verify the faculty credentials. He explained that the new HLC’s guidelines require us to make sure that faculty member’s terminal degree is one level above what they are teaching and that their degree is in the area that they are teaching. However, faculty whose terminal degree is not in the area that they are teaching should have at least 18 credits in that area or they can be qualified to teach in the area if they have significant professional experience in that subject. The key is that units must incorporate language in their policies and procedures or faculty handbook that clearly establishes how faculty are qualified to teach in an area. He said that the first step is the inventory.

Those faculty who do not qualify by credentials have until 2017 to enroll in a program that would give them the proper credentials and/or this could be achieved via attrition as well. Donna said that this is a huge issue in the area of Nursing. In Nursing the Physical Therapy, SHPS has had to grow their own faculty due to faculty shortages. One difficulty is the SPG which prevents us from providing faculty with tuition assistance. This makes us less competitive in recruiting faculty compared to other universities like WSU.

Doug mentioned that AAAC will be working as a partner in the review process of all of the criteria in the Assumed Practices for the University. Much discussion took place.

**P & T Portfolio** ► Donna said that she wanted input regarding whether there were guidelines for what should be included in a portfolio for someone going up for promotion and/or tenure. She said that she is concerned that faculty are spending too much time creating their portfolios at the expenses of time committed to scholarly activities.

Some of the deans indicated that their unit has guidelines of what should be included and it was generally agreed that what is required is internal to the unit in preparation for the Promotion and Tenure Committee. Discussion took place regarding the use of electronic portfolios.

Doug said that Agenda Item 2 (Faculty Composition and Loads) would be tabled until the next meeting, which would be January 12, 2016.

The meeting adjourned at 4:30 p.m.