

## Provost's A&S Strategic Planning Committee

### 10.13.22 Meeting Notes

- A. The DEI (Diversity, Equity and Inclusion) & Belonging Subcommittee gave a report-out of their recent discussions and findings ([see attachment](#)). Based on the amount of concern and distrust they received from faculty members in several departments across two divisions, their report included a recommendation that the Committee take seriously an alternative model based on interdisciplinary “grand challenges.”
- B. Committee members discussed the items shared in the DEI & Belonging Subcommittee report. Some committee members expressed that they felt the subcommittee’s report was out of order because it did not make clear how they specifically worked through the pros and cons that a divisional model poses to DEI& Belonging. Other committee members thanked the subcommittee for reaching out to members of the college and gathering other ideas.
- C. A committee member shared that when she was in a recent conversation with other faculty peers in the college about the work of this committee, they asked her to relay two concerns: please be cautious with cluster hires and please be cautious with increased administrative layers.
- D. The Budget Subcommittee gave a report-out of their progress by presenting 3 slides (see attachment). There was discussion about the transfer numbers in the chart and a subcommittee member asserted that those numbers could be changed in any needed way so long as the grand total remains the same. They also described how this budget model is different from what the college currently has because currently the money is decided on/distributed by the dean's office.
- E. The subcommittee expressed that this proposal allows the divisions to be in direct receipt and control of their budget. Additionally, when there's growth within a division that division’s budget will directly benefit from that growth (instead of the benefit going to the college-wide budget). Subcommittee members expressed how this would incentivize divisions to market and recruit for their own division.
- F. Several committee members expressed support for the proposal that the Budget Subcommittee presented. Committee members discussed the pros and cons of the budget implications of the proposal. For example, one committee member asked, “Where in this budget structure is financial support going to programmatic growth? protecting DEI? Research growth? Excellence in teaching?” The subcommittee answered that this proposal addresses it through better incentivization for growth.
- G. The provost concluded the meeting by saying he would like the committee to come back together next week to continue the dialogue based on what was presented. He encouraged committee members to write down their questions and come back next week to continue the discussion.