

Provost A&S Strategic Planning Committee

11.8.22 Meeting Notes

- A. The provost shared his plan for how to open the December college town hall meeting. The Committee discussed suggestions for what slides the provost should open his introductory remarks with.
 - a. Suggestions: Leave everything as-is with the Reasons to Strengthen slide from the August meetings and just state to people that the group agreed to move forward with that basis and there were alterations to the subcommittee names.
- B. The Governance Subcommittee reported the following:
 - a. We were not able to meet and don't have a report.
 - b. We request more time between whole group meetings so that we have sufficient time to work on topics. Weekly whole committee meetings are too frequent.
- C. The provost agreed and suggested that they return to holding bi-weekly meetings.
- D. A committee member asked the Governance Subcommittee to investigate checks-n-balances mechanisms for a divisional structure. They believe that the dean's power to make decisions shouldn't be weakened by a divisional model.
- E. The JEDI Subcommittee (aka DEI & Belonging Subcommittee) reported the following:
 - a. We are meeting with Physics & Astronomy next Wednesday and we are looking into other Natural Sciences faculty who can meet to discuss their thoughts. We'll keep reaching out to the Social Sciences.
 - b. We met and raised a few concerns.
 - i. Question for the Budget Subcommittee: How can we devise a budget that incentivizes JEDI issues, not just credit hour production?
 - ii. Question for the Governance Subcommittee: How can we ensure that 3 divisional deans who are all focused on credit hour production or interdisciplinary programs can't all outvote the DECC dean and sideline JEDI issues?
- F. Committee members discussed whether a 'strong dean' or 'strong division' model is more likely to avoid those issues.
- G. The Budget Subcommittee asserted that the divisional deans and the college dean have their power secured in their control of the budget which depends on growth. The provost added that the Redbook secures the powers of the dean for all colleges.
- H. The committee had a discussion on what veto powers reside with the dean.
- I. A committee member said he is concerned that even if the divisional model gets instituted, what mechanism can be put in place to be able to pay for the outcomes of this if its efficacy depends on divisions growing?
- J. The provost responded that the college must do something different that allows it to be more nimble and he sees more governance being able to happen within divisions. We want to go with a model that shows promise for generating revenue.
- K. A committee member said the divisional model's perceived benefit seems to be based on the notion that there is untapped potential that a division model could unleash, but he argued that all programmatic potential in the college has already been tapped. The divisional deans will need to be promised at least 2-3 years' worth of start-up funds to turn the vision of a divisional structure's benefit into reality.
- L. The provost agreed that resources have to come from central to support a new model for the college and that he already gave \$2 million to the college to help it cover its current deficit issues.

- M. Committee members discussed dual credit and summer bridge learning opportunities' impact on A&S and all colleges.
- N. Discussion ensued between the Budget Subcommittee and JEDI Subcommittee about what processes could prioritize hiring and retaining faculty of color and what the current obstacles have been in the college's current structure. The JEDI Subcommittee will make a recommendation for how faculty of color could be prioritized in divisional hiring.
- O. The Budget Subcommittee reported the following:
 - a. We talked about credit hours when we met.
 - b. The consensus was that credit hour dollars need to go to the divisions to at least cover their expenses and the dean's bucket of money could be distributed to divisions as an incentive for acting on priorities of the college like hiring faculty of color.
 - c. We talked about penalties for high DFW rates but instead landed on just rewarding when results are met.
- P. Questions about the current budget model and dual credit system were discussed. A committee member stated that while there's no financial incentive to get dual-credit students to come to UofL, they are the type of students the college would want to recruit. Another committee member recommended that A&S give the university's dual-credit instructors access to Blackboard to post the syllabi for their English courses.
- Q. The provost informed the committee that UofL deans and JCTC deans are having meetings to discuss ways that student pathways to UofL can be more promoted with the students JCTC has to transfer out.