

Provost's Strategic Planning Committee Meeting 4.01.22

Meeting Notes

- A. The committee discussed how the progress of the committee should be communicated in Faculty Assembly meetings and the importance of consensus around what is shared to ensure accurate representation.
- B. A committee member highlighted the need for committee members, and the college at large, to come to a consensus on what the needed changes are for the college; once that is achieved, the committee's process for coming up with new solutions will be better received.
- C. A committee member asserted that part of their job as an elected member is to listen to faculty members' ideas and keep record of those; Another committee member expressed wanting to have more opportunities to talk and listen with others about their ideas around the college's needs and potential solutions.
- D. The provost reiterated that he's open to hearing all ideas and solutions for the college, not just a divisional structure; he believes a successful solution will address three key things for the college: 1) the growing financial deficit of the college, 2) interdisciplinarity of course offerings and research, and 3) governance/identity that enhances the college's strengths.
- E. The committee discussed the budget model, budget issues, credit hours and the gravity of the college's budget deficit.
- F. A committee member expressed desire to envision what the college should be in 15 years from now then plan what's needed to get there.
- G. A committee member shared their idea on implementing division chief roles within the college; the chiefs of each division could be responsible for the health and growth of credit hours in coordination with department chairs, managing revenue/grants/budget, work with department chairs to develop new programs, implementing external reviews, and managing cluster hires; the cost of these added admin roles could be offset by the growth that comes from their division having that dedicated role.
- H. A committee member expressed their excitement about the opportunity for growth and to rethink the behemoth size of the college; another committee member liked the idea that when an area grows then that specific area could reap the benefits of their own efforts.
- I. A committee member shared their fear about declining enrollments adversely affecting the humanities if it were its own division; another committee member pointed out that there's also risk in staying the way the college is now.
- J. A committee member mentioned that the natural sciences under the current structure do not have the kind of representation as other areas in A&S.

- K. A committee member reminded the committee of the importance to prioritize student retention and not just student recruitment; a chief retention officer for the whole college could be responsible for creating retention plans for all departments.
- L. The committee discussed how interdisciplinarity could be addressed by a divisional model and whether the dean or division chiefs would be better positioned to be responsible for interdisciplinarity.
- M. A committee member stated that major AWP reform is needed to stimulate initiating and maintaining interdisciplinary endeavors; this member presented a program model based on a new interdisciplinarity concept of cultural sustainability; the program (Diverse Cultures of Kentucky) could involve multiple schools and departments and include a certificate that would enhance employment potential and draw students to take courses in A&S.
- N. Committee members expressed they liked the idea of division chiefs and cluster hires for divisions; a committee member pointed out, however, that the dean may only have a few tenure-track lines to award across the college each year and a cluster hire in any one area would therefore prevent hires in any other area; it was suggested that a one-time investment allowing a cluster hire in each division (however divisions might be constituted) would make all areas feel equally valued and could be used to generate positive publicity in the higher education press.
- O. A committee member recommended that clarity be provided on how the money for divisional chiefs will not take away from already low paid faculty and staff.
- P. A committee member pointed out that the demographics of the current student population need to be acknowledged; current students need to see the end result of what their degree will bring and the college needs to be attractive to a mostly urban student body.