

## Provost's A&S Strategic Planning Committee Meeting, 6.17.22

### Meeting Notes

- A. David Schultz reported to the committee that the combined proposal is not yet ready. By the next meeting, he and the small group (including Aaron Rollins, Ann Hall, Juli Wagner, and Matthew Church) hope to have something to present.
- B. Schultz warned that he doesn't think any model will be able to address every single issue of the college. A committee member added that they believe it is important to at least agree on a working model so that subcommittee or subtopic work can begin.
- C. Ann Hall shared her findings on the University of Nevada, Reno model based on conversations she's had with a colleague there. In 2004 they separated because they were too unwieldy. They separated into colleges and she highlighted that they now give their faculty a flat \$1,000 to use toward any annual faculty development.
- D. The provost said his preference is that the university budget model be incorporated into each of the divisions.
- E. A committee member stated that a model can be created to increase morale, but they are wary of a model where more power is given to the top. This committee member wants a model where elected people are given the vast amount of power and accountability. They believe that could go a long way to improve morale in the college. They also believe the model should reward good performance.
- F. A committee member stated their preference for topic-focused meetings going forward once a working model gets agreed on.
- G. A committee member emphasized that the proposal should state how it will achieve desired outcomes.
- H. The provost confirmed that he and Schultz will soon meet virtually with Reno's provost and summary of the discussion will be shared at the next meeting.
- I. A committee member emphasized the importance of choosing a model that can link to how it addresses each issue of the college, including morale, retention and other data points.
- J. A committee member expressed that the morale committee will feel strongly about increased autonomy in a division model.
- K. A committee member cautioned that measuring morale is not a science. It includes communication, being listened to and other things. They feel confident that giving each faculty member a flat \$1,000 for faculty development every year would increase morale without any restructuring.
- L. A committee member expressed that Natalie Polzer has a strong understanding of the morale issues faculty in A&S have had because she had to summarize all the data from the COACH survey.
- M. The provost emphasized that he welcomes proposals of any model that can address the issues and needed outcomes for the college. He emphasized that getting the college to effectively utilize the budget model is a critical component of getting the college to a place of generating more revenue to do things like annually giving each faculty member \$1,000 for faculty development.
- N. Committee members discussed the pros and cons of having this committee continue to meet in the midst of a dean search started. The provost asserted that the college doesn't have the

luxury of time and believes that a group of people who are working toward a solution already is an attractive thing for a new dean. They will see that progress is being made.

- O. A committee member requested that the committee be able to work with the search committee especially regarding the job description and making sure the dean candidates are fully aware of the structural changes the committee is exploring and proposing.
- P. The provost confirmed that the search committee will engage this committee throughout the process. He also shared that the search committee will be charged with the task of hosting listening sessions with multiple groups all across the college and gaining input on what should be put into the job description. The provost said he'd ensure that language is put into the job description that emphasizes the ideal dean candidate is one who can help the college work through changes and protect priorities like accountability and transparency.
- Q. A committee member expressed their concern that no new revenue is coming into the college and there are no new pools of students. The college needs to grow or it can't address its budget deficit. When the email went out recently about the endowment match program, their concern increased because they think programs will be proposed that aren't focused on innovation or the future – and those are the types of programs that could attract new pools of students.
- R. The provost reminded the committee that the endowment match program invitation that went out to the university is in addition to the new program proposal effort the provost office is funding specifically for A&S.
- S. A committee member asserted that retention should be prioritized as much as enrollment of new students. The provost shared that he is spending a lot of his time focusing on student retention services, programs, and measures of accountability.