

CC Meeting 28 January 2011

Attendance: James Harris (ARHU), Charley Rutherford (ARHU), Sam Kerstein (PHIL); Anthony Colantuono (ARTH); Chip Richardson (ARTT); Leigh Smiley (TDPS); Katie King (WMST); Jeffrey McClure (AMST); Giuseppe Falvo (FRIT); Kristy Maddux (COMM); Alexander Williams (LING); David Olson (UG rep, TDPS)

1:00 Meeting begins

Agenda item 1: Announcement Concerning Merit Pay Plans

Sam: I'm now taking over as CC President. Our first item of business on the agenda is about the merit pay plans: good news is we don't have to review them after all.

Charley: We've been pre-empted by the Senate. But the Office of the Provost now says the Senate should instead review it. In effect we're not in the loop, but off the hook.

Agenda Item 2: Council Participation in ARHU Dean Search

Sam: Dr. Gold chair of search for new ARHU Dean received our previous letter and invited us to be involved. We could now write and ask: When is it appropriate for us to have input in the process? Can we see CVs etc.? We want to know when the campus visits are, so we can attend and provide our response.

Charley: Those who can attend the presentations might get together and caucus to give our perceptions the weight of the whole committee.

Katie: Can we set up a survey monkey so everyone can input and gather the language as it develops.

Jim, Charley: Kathy Cavanaugh and the ARHU computer people can easily set that up.

Charley: The Search Committee itself might set up such a survey.

Katie: But we really need our own survey.

Sam: Anonymity will be important. The individual who gets this job will have a lot of power. It's not silly to concern ourselves about this.

Jim: Yes, plus it helps the response rate.

Katie: How does such a survey work? What's involved in setting it up?

Jim: Someone needs to make up the survey, then pass it on to Kathy Cavanaugh, Jon Boone, etc.

Katie: Do we just decide what questions we'd want to ask of each other about our perceptions of the candidates? perhaps Jim could comment on this: what should we be asking?

Jim: One question: What does the prospective Dean think about where the College will be 5 years out and 10 years out? There's a lot of change going on. Also: Deans need to coordinate 325 faculty; need to manage a budget of \$ 60 million plus; you need to multi-task, manage numerous things. [We might therefore ask questions to determine the prospective Dean's knowledge and experience.

Kristy: So we need to evaluate the candidate's vision; skills in financial management; skills in personnel management, etc.

Katie: My idea was to have us gather our responses after the presentations. Just create a box where people can deposit their impressions.

Charley: Our original purpose was to consider what we would write to the Search Committee. [The goal is to get access to the candidates' presentations so we can gather information from a faculty perspective.] What we achieve by working electronically is to create a base for the creation of an aggregate ARHU-CC [ostensibly an ARHU *faculty*] "position."

Chip: All we need is a narrative...

Charley: Yes, describing the perceived strengths or weaknesses of each candidate.

Katie: Then add a ranking after the last candidate has presented. We can be ready in the event that a quick turn-around is required.

Chip: Informal works best. We could even informally survey our departmental colleagues to get and include their impressions.

Alexander: One has to be careful about setting up rankings. One really needs to understand what we're asking for, and what the result means [statistically].

Katie: Maybe we shouldn't really worry about asking people about ranking the candidates etc.

Jim: Typically the search committee itself will not be asked to rank, anyway.

Charley: It'll be more like: "Strong support was evidenced for Professor So-And-So because of his..." etc.

Sam: I'm hearing that we should put together an electronic meeting place where we can deposit our impressions. Rather than being anonymous we could simply be careful about what we say. Maybe even ELMS instead...

Kristy: Survey monkey would work perfectly.

Katie: Charley can you have Jennifer Zachman set up the survey?

Charley: The question would be: Report your impressions of the strengths weaknesses and unanswered questions for each.

A faculty member formally moves that this be the principal question.

Chip: Second.

Sam: Do we really need full-on rules of order here?

[General agreement that except for very important, major decisions rules of order do not need to be strictly observed.]

Agenda Item 3: Possible Dean's Forum in Spring, perhaps also including the new Acting Provost

Sam: Just as we brought in the new President, do we also want to bring in the new Acting Provost?

Chip: What about a final session with the current Dean?

[General agreement this is a good idea.]

Jim: Inviting the acting Provost sounds like a good idea.

Alex: How likely is it that these sudden radical changes – new President, New Provost, new Dean all in one year – will occasion an evaporation of institutional memory? How useful could such a meeting be in communicating the history that's getting lost.

Charley: It could be a moment to get not only our history but also our agenda on their radar.

Jim: An Acting Provost might just be unwilling to say much in any case. But I have the same concerns [that Alex has]: So much is in process of changing. We won't get much of an answer from an Acting appointee. It'll take at least 18 months to replace the Provost, plus two Vice-Presidents, the head of International Programs, Jim Osteen, Frank Brewer etc. Many, many things are changing all at once.

Leigh: I'm astounded by all this. Are they all retiring?

Jim: Several of these people are retiring. But the whole phenomenon is a coincidence of many causes. For example, the head of OIT died of cancer; the head of International Programs is about to complete a ten year appointment, etc.

Sam: So, returning to our discussion, do we want a forum with the Acting Provost?

Jim: Let's think outside the box: Why not invite the new Dean, when we can get an idea of when the appointment will be made? They're fairly close to establishing a short list of about 10 people. Around March 1, candidates will start coming to campus. By late April, early May we might get lucky and be able to introduce the new Dean to the faculty.

CC Members: [General feeling that a forum with Jim as outgoing Dean is in order, considering his long tenure in that position. It would be good for morale; it would be galvanizing to have Jim reaffirm our mission, talk about the kinds of issues he so eloquently addressed in the white paper he previously circulated.]

Charley: Why not have an event with both the old and the new dean together?

Sam: We should have Jim give his own address.

Sam, Alex, Katie: We can always invite the new Dean to address us in the fall.

Sam: I'm not hearing a whole lot of enthusiasm for having the Acting Provost.

Chip, others: More important to have Jim talk.

Chip, Kristy, Sam: regarding scheduling, mid-week is best, Fridays not a great idea.

Sam: Propose that we invite Dean Harris to give an address to the college.

Unanimously approved.

Agenda Item 4: Spring Meeting Dates

Sam: Spring Meeting Dates: We are required to have at least three meetings per semester. How about Fri 25 February; 1 April; pencil in 29 April, but we might cancel if we also have the Dean's forum. Then we need a last meeting to elect new officers: 6 May.

Charley: Easier for 2-3 people to draft a document than for 15 to do it. How about appointing a sub-committee to digest what comes in on the survey monkey, then distribute for discussion.

Discussion of how to work this:

Sam: We need to meet as a whole committee, then afterwards three people could digest the results and compose a letter. I don't think it's necessary to form a sub-committee to digest survey results before a meeting.

Agenda Item 5: Remarks by Dean Harris

Jim: Comments: 28 April is inaugural for new President [not clear how it will work, who will be able to attend, schedule of events]; death of Bob Griffith, former Dean; President has sent notice that we are likely facing a 1% budget cut next year – fully understandable – for ARHU = about 460,000, and then split up among units by percentage of state budget in each departmental budget. Not simple. Starting to see, not quite a stream but a trickle of people coming to talk about retirements.

Chip: We [ARTT] have a mid-year retirement, will we be able to use that money?

Jim: Probably yes. If it's really 1% and not more it's not bad. Until legislative session is over we can't be sure, but this might mean furloughs will end next year. No guarantee about anything. Campus has to deal with about a \$14.2 million negative in base. Re-allocation may be in the future; that's an additional 2%. Many units or maybe even ARHU itself could have trouble handling that. We won't know anything until 9 or 10 April.

Jim: Must leave in a minute. Tuition increase may be in the future; a furlough we may have to finance ourselves; and at least a 1% cut to base budget. Re-allocation: last time we got back 47% more than we

gave up. That's what fueled the extra money for last year's searches, grad programs, etc. Reallocation can do good things, maybe a little pain for... maybe a significant gain. The legislature cannot add to the Governor's budget, but they can cut, that is, *increase* a cut proposed by the governor.

[Jim has to leave.]

Agenda Item 6: Possible ARHU CC Letter to Outgoing Provost Favardin

Sam: I met with Harris & Rutherford yesterday about agenda for this semester. Do we want to write to Favardin thanking him for his service to the College? Dean Harris's view is that Favardin served the college well and we should express gratitude.

Leigh: I'd wholeheartedly support this.

Charley: We've discussed ARHU's expectations for civility, and this is a kind of civility we should practice. ARHU has indeed fared well under Favardin. I don't know what such a letter would say, the important thing is writing and sending it.

Katie: What degree of detail? The briefer and the vaguer, the easier it is to express the gratitude and the greater the civility.

Charley: The ambition of Favardin's strategic plan was a good thing for us. He set the bar high.

Alex: Concerned that brevity might be taken wrongly.

Charley, Chip: Don't think it's a problem.

Kristy: It could feel formulaic and insincere if too brief. I agree that some level of detail would be good, but don't know how necessary it is.

Chip: I think Charley's point that Favardin set the bar high and raised our level is something we should acknowledge in the letter. [It sums up why we're grateful to him.]

Sam: Can I have a volunteer or two to help draft the letter?

Leigh: I volunteer... if I can have Charley look it over.

Sam: The Dean has to approve anything that comes out of this committee.

Sam: I volunteer to draft the letter to the Dean's search committee.

Agenda Item 7: New or Future Business

Sam: The CC basically has no actual power. It has no power to make policy or rules in the university. But we can have a role in fostering communication. We can bring things to the attention of the Deans; and they can tell us things that we can pass on to our colleagues.

So is there anything we should be doing this semester, what should we be communicating? What should we accomplish?

David: How about staff representation? As undergraduate representative, I'll be graduating; but everyone should have input on that process.

Charley: On the books we do have staff representation... but in practice....

Leigh: But Friday afternoon meetings don't help that.

Katie: David, what's your suggestion for a procedure?

David: It would help if the UG representative could be involved at other levels, like Dean's UG advisory body - ARHU "Ambassadors"; and the same person could also attend CC. But maybe having each department select someone, then choosing?

Jeffrey: I've been here since 2007, and I do feel that this loss of institutional memory is significant. I've interacted with all of these people. Now it's like starting all over again. Is there some way that we could advocate having some kind of forum in which junior faculty could meet with and get to know these new Dean etc.

Kristy: Students want to put together a way to create a College Park "stake-holders" – police, residents, businesses, etc. Are faculty stakeholders here as well? [Brief discussion of who among ARHU faculty actually lives here in College Park.]

Meeting ends 2:35PM.