

Dean's Council
July 8, 2010
Minutes

Members Present: Russell Lowery-Hart, Joy Brenneman, Bill Crawford, Daniel Esquivel, Shawn Fouts, Patsy Lemaster, Jerry Moller, Carol Moore, Lou Ann Seabourn and Renee Vincent

Members Absent:

Others Present:

Role of Deans

Russell expressed his desire for this Council to be the instructional decision-making body, and asked the group what the role of the deans should be.

Suggestions included:

- Role models
- Loyal to the institution in leadership roles
- Supportive of the goals of the institution and the President's Cabinet
- An opportunity to team-build and communicate with the branch campuses in decision-making
- Change agents for the institution during a time of transition
- Faculty and student advocates as the institution moves forward

Lowery-Hart wants this group to be a collaborative team, not simply a forum for information disbursement. During the development of the Strategic Plan instruction plays key roles; change for institution can be led by this team and it can be fun. The Dean's Council doesn't replace the VP Council, but instead brings leadership to the table on a regular basis. The role of the VP Council as we move forward will be discussed at the next Dean's Council meeting.

Lemaster and Seabourn oversee many significant programs that impact instruction and need to be at the table in making decisions.

The council agreed on a meeting time of Wednesday afternoons. Appointments will be sent via Outlook.

First Week Activities

This year first week activities will not include a main speaker. The format of the day will include a conference model with breakout sessions. The President's Cabinet has charged the Dean's Council will determining the content of the sessions.

It is important to include all employee groups in the breakout sessions.

The branch campuses want to participate in the activities on the Washington Street campuses to generate a sense of involvement and camaraderie.

Matney wants to continue a campus-wide kickoff meal on the day of General Assembly. Seabourn suggested inviting the adjunct faculty to attend and cancel the Adjunct Faculty Soiree, which is not well attended. Lemaster feels a mailed invitation to adjunct faculty to attend First Week Activities might generate a better response than an email invitation.

There are redundancies between the Faculty Presentation and the Academic Kickoff. The Council determined the Academic Kickoff presentation should be eliminated and replaced with divisional meetings chaired by the Deans.

Fouts suggested that information presented at the Faculty Meeting and the breakout session be submitted in advance and posted on the P: drive to reduce the number of handouts distributed.

Schedule suggestions include:

- Move the faculty meeting to 1:00pm as an addition to other breakout sessions
- Extend General Assembly from 10:30 to 11:00, add a budget presentation and immediately release for lunch
- Lunch 11:00 to 1:00
- Invite adjunct faculty to lunch and faculty meeting
- Thursday events are scheduled by Academic Divisions
- Eliminate Academic Kickoff and replace with Dean's meetings

Suggestions for breakout sessions:

- ENMU Course Development (Online Certification)
- Career Clusters
- Course development successes
- Facilitating classroom discussion
- Effective hands-on classroom training
- Using Angel to make life easier
- Where do students go when they need help with technology?
- Tools for engaging students

- Strategic Plan
- Budget Information
- Classified employee meetings – training for customer service, sessions repeated several times, possibly shortened sessions
- Getting a little greener
- True Colors – Lynae Jacob

What is the view of adjunct faculty by the departments?

- Adjuncts that carry significant loads and have office space are often viewed no different than full-time faculty
- Adjuncts teaching light loads in the evenings do not feel an integration within the college community

New Faculty Academy

Lemaster distributed information to the Council including the 2009-10 New Faculty Academy participants and schedule.

Many instructors have never taught before and are hired in their discipline without training in the classroom. The New Faculty Academy has gone through changes in content over time and the rigor has been diminished. The program needs to be updated. Much of the Academy content is now online.

Temporary faculty have been allowed to attend at the discretion of the supervisor.

When the program began it was very strict and received negative feedback. We reacted to the comments and reduced the rigor of the program and reduced its effectiveness.

We are very good at sharing information but not at showing how to use information. We need to teach how to be an effective teacher. There is currently no equity in compensation – release time, overload, no compensation.

Lemaster asked members of the Council for input on getting teeth back into the program.

Possibly add more content online, how often should it meet (once a month), video presentations.

Patsy needs:

- Designated day once a month

- One time overload per year
- Interactive

SWOT Analyses

The SWOT analyses Russell has received have been very helpful as he's meeting with each area.

Department Chair/Extended Assignments and Summer Pay

There is not consistency between divisions in how 9-,10- and 11-month positions are determined and compensated; an issue that we need to address.

Identifying successes in Academic Affairs

Matney has asked each Cabinet member to bring 5-6 successes from their areas. Lowery-Hart asked members of the Council to submit 1-2 items to him by Thursday, July 15.

Adjourned at 11:30.