

Deans' Council Minutes
Wednesday, February 3, 2021
2:00 pm–4:00 pm

Attending: Ravi Krovi, Brad Mortensen, Adrienne Andrews, Eric Amsel, Bruce Bowen, Andrea Easter-Pilcher, Bret Ellis, David Ferro, Kristin Hadley, Timothy Herzog, Wendy Holliday, Brenda Kowalewski, Betsy Mennell, Matthew Mouritsen, Brett Perozzi, Julie Rich, Yas Simonian, Julie Snowball, Amanda Sowerby, Brian Stecklein, Norm Tarbox, James Taylor, Deborah Uman, Yimin Wang

Guests: Doris Geide-Stevenson, Sarah Steimel

Excused: Ben Ferney

1. Approval of December 2, 2020 Meeting Minutes

- a. The minutes were approved as written.

2. Provost Updates

- a. **Senator Paul Simon Award:** Yimin spoke about WSU's nomination for the NAFSA (Association of International Educators) [Senator Paul Simon Award for Campus Internationalization](#). WSU is currently a finalist.
- b. **College Faculty/Staff Meetings:** Ravi gave a brief overview of his recent meetings with each college.
- c. **Communicating with Students about Virtual Hybrids:** Bruce & Casey are working on a plan to help facilitate communications with students about Summer-Fall 2021 class modalities.
- d. **Fall Planning:** Ravi hopes to make an assessment by early June so that plans can be finalized as needed. He hopes that this timeline will allow an informed decision to be made.
- e. **College of Science Tenure & Promotion Guidelines:** The guidelines were approved at this morning's President's Council meeting. Ravi congratulated the college on their work, highlighting their efforts to include a focus on equity, diversity, and inclusion in the document.
- f. **PCP Recommendations:** Ravi hopes to review the submitted documents before the post-tenure review deadlines.
- g. **Strategic Planning:** The group discussed how HIEE connect to the current strategic planning process, especially in the implementation phase.
- h. **Next Deans' Council Meeting:** Ravi will invite WSU Legal Counsel Richard Hill to review immigration policy with Deans' Council.

3. Academic Support Discussions

- a. **Changes to the OSP Process** (James Taylor)
 - i. James updated Deans' Council about the services available through OSP, highlighting their work with compliance as defined in PPM 4-25. OSP has purchased an electronic grant management platform called Smartgrant. He highlighted the need for Principal Investigators (PI), a position that must be designated and approved by the chair/dean. He explained that a PI must be identified and required paperwork submitted at least one day before the external deadline to allow time for the approval process. OSP will not submit grants/contracts until this process is completed. Exceptions will be at the discretion of the OSP director. Deans' Council expressed support for the deadlines as outlined. James promised to share his slides and asked that Deans' Council helped notify faculty of the updated deadlines.
- b. **University Advancement Update** (Betsy Mennell)
 - i. Betsy spoke about an upcoming alumni survey in partnership with Strata. The survey will be sent in March to alumni who received a bachelor degree from 2001-2020. She shared positive news about fundraising efforts, and spoke about work happening to fill development director positions. Betsy also spoke about planned alumni tracking efforts

and updates to the WSU alumni mentoring program. She also announced that her office is hoping to share information about commencement plans soon.

4. Academic Agenda/Policy Discussions

- a. **Merit-based Compensation System for Faculty at WSU** (Doris Geide-Stevenson, Sarah Steimel)
 - i. Doris & Sarah spoke about the recent faculty survey results showing 70% of faculty supporting merit pay. They offered background about the SBBFP charge to explore the merit processes, and expressed faculty members' desire for transparency and consistency in the merit process. They presented the Merit-based Compensation System for Faculty at WSU document. Dean's Council provided feedback on the document, agreeing on the need for transparency in the process, encouraging both standardization and flexibility in implementation. They strongly urged establishing standards that can be implemented with local flexibility. Deans' Council also suggested a university-level requirement for faculty to submit an annual report, with merit pay not available to those who fail to submit this report. The benefits and challenges of SBBFP's proposal, including the roles of chairs/deans, were also discussed. Deans' Council thanked the committee for their work and invited them to share their updated work with this Council and hopes that an eventual joint resolution can be produced.
- b. **Programs & Classes Supporting First Year Students, etc.** (Eric Amsel)
 - i. Eric thanked Deans' Council for their support in submitting COOPs documents. He also gave an update on the Google Scholars profile opportunity. Eric presented information about just-in-time support for first year students and a draft of an advisor guide. He described the various programs available and offered a brief description of each, including the audiences they support. Deans' Council provided support and feedback about making sure that the WSU advising community and high school advisors are informed of this resource. Eric expressed his thanks and explained his group's desire to serve as a resource, rather than prescribing advising decisions.
- c. **EDI Update** (Eric Amsel)
 - i. Eric was pleased to report that the Equity, Diversity, and Inclusion statement was well supported by Faculty Senate and Staff Advisory Council. He hopes to hear back from WSUSA soon. Deans' Council thanked Eric and the committee for their work on this statement.