

**Deans' Council Minutes**  
**Wednesday, April 7, 2021**  
**2:00 pm–4:00 pm**

**Attending:** Ravi Krovi, Brad Mortensen, Eric Amsel, Laine Berghout, 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:** Laura Thompson

**Excused:** Ben Ferney

**1. Approval of March 3, 2021 Meeting Minutes**

- a. The minutes were approved as written.

**2. Provost Updates**

**a. Updates**

- i. Ravi announced that the T&P candidates were approved by President's Council this morning and will be put forward in the next Board of Trustees meeting.
- ii. Ravi offered updates on the transition to co-management of the RMCOH between Weber State and the University of Utah. James Taylor will coordinate many of these efforts. Deans' Council discussed various opportunities for connection.
- iii. Deans' Council spoke about summer and fall semester enrollments. Anticipated responses to social distancing options, if necessary, and about potential opportunities for additional adjuncts and/or instructors.
- iv. Deans' Council discussed how faculty promotions are celebrated.

**b. University Advancement Update (Betsy Mennell)**

- i. Betsy offered the following updates:

1. Marketing & Communications is promoting summer & fall semesters, including a digital and radio campaign and outreach to the 18 feeder schools.
2. The alumni membership program will move away from a for-pay model to a more inclusive model. A new mentoring program is also in development with a pilot program planned to begin soon.
3. Development efforts are very similar to the past two years. Two development director positions are posted. The language on scholarship gift agreements has been updated.
4. A UA inclusion council has been formed and meets regularly.

**c. AA/EO Office Updates (Laura Thompson)**

- i. Laura introduced herself and spoke about her office's vision and priorities moving forward. Her office hopes to reduce investigation time, maintain focus on informal resolution where appropriate, increase capability for and awareness of reporting options, and launching a search advocate program. She also expressed her availability to help brainstorm, facilitate dialog as necessary, and offered training opportunities. Deans' Council thanked Laura for her time and expressed support for the search advocacy program.

**3. Academic Support Discussions**

**a. IT Strategy for Academic Affairs (Bret Ellis)**

- i. Bret asked Deans' Council for an opportunity to discuss how IT is helping the Academic Affairs division move forward, especially through the pandemic.

- ii. He also spoke about the classroom remodels and upgrades since March 2020. Bret spoke about how this has centralized classroom support efforts. He asked for feedback on how this is working.
- iii. Bret spoke with Deans' Council about strategic planning and facilitated a discussion about the Gartner Hype Cycle for Education document, including identifying future priorities. He also presented the Top Technology Trends Impacting Higher Education in 2021 document. He proposed establishing a group similar to the IT Governance Counsel that would discuss these ideas. The group would discuss how to best enable conversations and feedback. Ideas included: following the RSP&G model, using the Digital District as a space for exploration, and developing innovation liaisons. Deans' Council also strongly emphasized the need to involve students in this discussion.

#### **4. Academic Agenda/Policy Discussions**

##### **a. Diversity Hiring (Ravi Krovi)**

- i. Ravi led a discussion surrounding challenges in promoting diversity in hiring including attracting diverse applicants, creative ways to address challenges, and the experiences of search committees using the established diversity points system. Deans' Council discussed cluster hires, supporting incoming faculty, mentorship opportunities, discovering possible systemic inequities in the tenure & promotion channels, and the long-term focus required to meet these goals. Deans' Council also suggested developing a structure to allow for opportunistic hiring when a search results in exceptional candidates.

#### **5. Other Items**

##### **a. Faculty Senate Committee Liaison Reports**

- i. The group discussed how to best communicate Faculty Senate liaison committee work back to Deans' Council.