

Deans' Council Meeting Minutes

Wednesday, October 5, 2022

2:00 pm–4:00 pm

via [Zoom](#) | MA Boardroom

Meeting ID: 930 3633 9497 | Passcode: 047115

Attending: Ravi Krovi , Eric Amsel , Andrea Easter-Pilcher , Jason Francis , Doris Stevenson , Kristin Hadley , James Hedges , Wendy Holliday , Brenda Kowalewski , Jessica Oyler , Julie Rich , Yasmen Simonian

Excused: Brad Mortensen , Adrienne Andrews , Bret Ellis , David Ferro , Betsy Mennell , Ashley Potokar , Julie Snowball , Norm Tarbox , James Taylor , Deborah Uman

1. Approval of Meeting Minutes, [September 7, 2022](#)

- a. The minutes were approved.

2. Provost Updates - (Ravi Krovi)

- a. Ravi shared information about the presentation that he, James Taylor, and David Ferro are making at DEF2022, titled “Wildcat Offense.”
- b. Ravi spoke about the revamp of the Student Success Steering Committee to map them onto the strategic goals. This move is also intended to allow the groups more ownership of and involvement in the decision making process related to strategic goals. The college success teams, now called the College Teams Collaborative, will be retained, coordinated, and chaired by Kristin Hadley. Kristin spoke about the College Teams Collaborative’s efforts and plans for their first meeting.
- c. Ravi reviewed the four areas of focus from the Dean & Department Chair retreat (see item 3.b below). Ravi spoke about the funding requests developed by the groups associated with the focus areas, explaining that the requests are under consideration.
- d. Eric offered updates about the CDO search process timeline. The committee hopes to conduct on-campus interviews before Thanksgiving, with final plans dependent on the candidate pool. Deans’ Council discussed this vitally important position, along with its associated requirements and preferred qualifications. Ravi hopes that this position will enable a 360-degree view of the student lifecycle. Deans’ Council thanked Eric and the committee for their work on this important position.
- e. Deans’ Council discussed the application process for the Amos Ambrose Shaw Endowed Chair award. Ravi hopes to finalize the process next week, and plans to reach out to MarComm to explore publicizing the selected recipients. Deans’ Council discussed the name of the award, suggesting that Ravi speak with the donors to explore alternatives.
- f. Deans’ Council reviewed highlights of their liaison activities as listed below. Ravi spoke about Andrea’s work with the Environmental Issues committee, and Yas’ work with SBBFP.
- g. Betsy reminded Deans’ Council about the Comprehensive Campaign Funding Training scheduled for October 17th. Betsy will share the slides with those unable to attend, and will offer a zoom link for those who need to join virtually.
- h. Ravi reminded everyone about the Diversity Conference and Hispanic Festival happening this week.

3. Academic Agenda/Policy Discussions

a. Faculty Appointments (Ravi Krovi)

- i. Deans' Council spoke about the hiring processes associated with hiring tenure track and instructor faculty appointments, along with how to address the practice of moving instructors to tenure-track positions. Deans' Council discussed how to best address these types of positions. Ravi also shared about his plans to speak with APAFT about the associated wording in PPM 8-6.

b. Focused goal updates

i. Recruit, Retain, & Engage 25+ students (James Hedges, co-chaired by Matthew Nicholaou)

1. James offered updates about this group's work in identifying the following actionable/fundable recommendations:
 - a. Identify and resource degrees/programs that would benefit from an entirely online delivery.
 - b. Identify and resource general education requirements that would make sense to be delivered online for adult learners.
 - c. Identify scholarships/donor funding targeted for adult learners.
2. This group is currently collecting data and identifying feedback about how to best meet these needs. Jessica and James will meet with chairs, then meet with Ravi to present funding ideas.
3. Deans' Council encouraged examining potential funding for part-time students. The group also discussed how some college/no degree students fit into this population, and how to identify students who may benefit from contact because they are close to a credential/degree.

ii. Faculty/student engagement (Brenda Kowalewski, co-chaired by Aaron Ashley)

1. Brenda explained that the Personal Connections and Academic Excellence committee will be included as part of the group. They identified needs such as the ability to offer project based learning special topics courses even when they do not meet enrollment minimums. They envision an application process to identify potentially one class per department per year, which will be funded by the Provost's Office and taught as part of the faculty member's load.
2. Deans' Council discussed potential challenges in ensuring that there is space in students' major coursework in order to maximize the impact of such courses. The group also spoke about potential routes to weave such activities and courses into the existing curriculum, along with how to resource departments to embed such projects.

iii. Emerging HSI (Jessica, co-chaired by Colin Inglefield)

1. This group plans to collect qualitative data, put together a bilingual learning community, and exploring developing family engagement programs.

iv. Student equity gaps (Eric, co-chaired by Wei Qui)

1. Eric spoke about this group's work, highlighting their discussion surrounding faculty speaking with other ACUE-trained faculty on addressing student equity gaps. The group assumes that this would be done on a stipend-basis.

2. They also discussed strengthening and publicizing the emergency funding available to students through the Dean of Students Office.

4. Academic Support Discussions

a. Enrollment Discussion- Scheduling (Jessica Oyler)

- i. Jessica presented data about Course Section Counts by Course Characteristics which she is collecting and analyzing to enable thoughtful and intentional design of degree pathway completion. She explained that the data offer information about location, time of day, faculty preference, and student preference. She also has data about general education offerings.
- ii. Jessica will be sharing this data as she visits college chairs' meetings, and will also share a link to the dashboard with Deans' Council. The group requested a cross tabulation of time of day and location, discussed that early college students are included in the data, and recommended that Jessica also meet with College Success Teams to discuss these projects.
- iii. Deans' Council discussed next steps with this data. Jessica hopes that this will allow departments and colleges to make intentional scheduling decisions. She ultimately hopes that these intentional decisions will enable marketing and transparency of offerings to students. Deans' Council suggested a similar examination of this data based on general education requirements. Jessica plans that the next step will be a project collecting data on the ability of students to complete programs in 4 years based on course availability.

b. Follow-up from September Strategic Scheduling Conversation (Deans)

- i. Deans' Council discussed how to balance administrative requests for intentional course scheduling with the responsiveness requested around waitlisted students, etc.

COMMITTEE UPDATES

Please use this space to offer any updates from your committee, and to review others' updates before the meeting. These items won't be discussed in depth in the Deans' Council, but questions will be addressed.

Faculty Senate Committees

Committee and Liaison	Updates
ARCC- Oliver Snow Charges	•
ASSA- Wendy Holliday Charges	• Met on 9/30. Formed subcommittees for various charges and had some brief discussions of issues relevant to charges, including the issue of students being allowed to sign up for courses with overlapping times; question of including more staff representation on committee.
APAFT- Julie Rich	• Will meet 14 September - APAFT charges for the year have been drafted. <i>(Not finalized until Senate approval on 15th September).</i>

Charges	
CRAO- Deborah Uman Charges	<ul style="list-style-type: none"> ● Has not met yet
Environmental Issues- Andrea Easter-Pilcher Charges	<ul style="list-style-type: none"> ● Met on 9/22/22 ● Covered main goals/tasks this year and subcommittee sign-up ● GOALS: <ul style="list-style-type: none"> ○ Growing SUS (attribute to track sustainability teaching across campus) & SUS in Gen Ed ○ SUS proposals review ○ Awards review ○ Summit planning and help ○ Sustainability events planning ○ Student-led events – sustainability calendar
GEIAC- Eric Amsel Charges	<ul style="list-style-type: none"> ● Drawing up charges with the faculty senate liaison. ● First GEIAC meeting is 9-14 with charges linked here. ● Approved new Gen Ed PS course and 5 courses for the EDI attribute. Working on a plan to ensure enough EDI courses are available starting with the 2023-2024 catalog.
RS&PG- David Ferro Charges	<ul style="list-style-type: none"> ● First meeting is 2022/9/9
SBBFP Yasmen Simonian Charges	<p>Meetings scheduled on Mondays 2:30 - 4:00 This coming Monday is our first one. Will report later.</p> <p>Charges for the SBBFP Committee:</p> <ol style="list-style-type: none"> 1. Examine salary options for compensation increases and prioritize recommendations. (Spring) (<i>Ongoing</i>) 2. Review the dollar amounts of equity and merit adjustments from the previous year. (Fall) (<i>Ongoing</i>) 3. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring) (<i>Ongoing</i>) 4. Review equity issues <ul style="list-style-type: none"> ○ Review compression and inversion in salaries. ○ Review gender equity in faculty salary ○ Review race/ethnicity/other equity in faculty salary (Spring) (<i>Ongoing</i>) 5. Review faculty hiring process in conjunction with HR. (Fall) (<i>Ongoing</i>) 6. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends. (Fall and Spring) (<i>Ongoing</i>) 7. Review faculty feedback regarding specific benefits (e.g.

	<p>nursing, changing facilities, dental insurance and dropping of EMI).</p> <p>8. Review the structure of online/adjunct/overload pay across all academic units and CE (in conjunction with Provost Ravi Krovi).</p> <ul style="list-style-type: none"> ○ Identity and address inequities in overload compensation. <p>9. Ensure that the language of new or updated documents are inclusive. Review those documents to see how they may inadvertently impact particular communities in an adverse manner. Consult with EDI taskforce for guidance (<i>Ongoing</i>)</p> <p>10. Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent.</p> <p>11. Review open ended comments supplied in faculty survey to identify potential issues that may be addressed by SBBFP</p> <p>12. Prioritize an initial study of adjunct pay by reviewing the pay structure across all academic units (in conjunction with Provost Ravi Krovi).</p> <ul style="list-style-type: none"> a. Determine if CUPA data is available for Adjunct pay scales b. Benchmark peer institutions to develop and prioritize recommendations for adjunct compensation c. Review equity issues associated with Adjunct pay scales <ul style="list-style-type: none"> 1. Review gender equity in adjunct pay 2. Review race/ethnicity/other equity in Adjunct pay scales d. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends for adjunct compensation to assure adjunct pay periods commence in a timely manner each semester. <ul style="list-style-type: none"> ● The committee has several questions regarding #8 which need to be addressed before addressing it.
<p>TL- Brenda Kowalewski</p> <p>Charges</p>	<ul style="list-style-type: none"> ● Have not met yet. Updated the Provost Office page with a link to the revised standard syllabus language regarding policies. ● September 2022 - selected John Sohl to give the Last Lecture, scheduled for November 8th at 2 pm Dumke Hall. Committee met again 10/3/2022 but I missed the meeting and haven't seen minutes yet.
<p>UCC- Casey Bullock</p> <p>Charges</p>	<ul style="list-style-type: none"> ●
<p>Program Assessment (ad hoc)- Kristin Hadley</p> <p>Charges</p>	<ul style="list-style-type: none"> ● First meeting 9.14.22. Working on charges to formalize the Assessment committee as an official FS Committee. Reviewed feedback on the process (reviewers and report writers). ● Assessment communities of practice at the college level.

EDI- Brenda Kowalewski Charges	<ul style="list-style-type: none"> • Have not met yet. First meeting time is being determined. • Met 9/16/2022 - reviewed and prioritized committee charges; reviewed USHE equity framework for usefulness in guiding committee's work
--	--

Student Success Steering Committee Liaison Updates

Committee and Liaison	Updates

University Advancement Updates (Betsy Mennell)

Area	Updates
Marketing & Communications	<p>1. Marketing/Research:</p> <p>During Block Party and at other events during September, MarComm staff conducted research/focus group feedback with students to get impressions/feedback re: three different marketing campaigns, to evaluate which one would best unify all three target personas. Received more than 1,000+ responses. (Refining campaign concepts based on responses.) The goal is to develop and rollout a new WSU tagline and campaign in spring 2023.</p> <p>2. Marketing Campaigns</p> <p>The fall 2022 general awareness campaign is now underway, with WSU advertising on UTA buses and digital billboard screens between Ogden and Salt Lake City. (UTA bus advertising is equally split between UTA's Ogden and SLC garages.)</p> <p>Drawing from WSU's value proposition, the general awareness message is: "Personalized Experiences, Quality Education."</p> <p>Individual brag badges are being used to tout WSU's "quality" on UTA and billboard advertising, focusing on specific honors or accolades re: WSU or its individual programs.</p> <p>3. Ever Upward stories in October:</p> <p>Oct. 13 - Addie Harmon - studying fine arts, took advantage of scholarship/HIEE, study abroad in Venice (Lindquist College of A&H/HIEE)</p> <p>Oct. 27 - Yuritzi Rosas Hernandez - first-gen./striver, studying marketing & economics and minoring in gender studies (GSBE & CSBS)</p>
Alumni	<p><u>WSU Salutes 2022</u> The Alumni Association will hold the 53rd Annual WSU Salutes Homecoming Awards Program on Friday, Oct. 7 at the Val A. Browning</p>

	<p>Center for the Performing Arts. At 6 p.m. reception with hors d'oeuvres, followed by the awards program at 7 p.m. in the Allred Theater.</p> <p><u>Make Ogden Purple</u> Alumni Relations presented on the “Make Ogden Purple” initiative at the Ogden City Council meeting September 20. A PowerPoint was shared with the council about what the initiative is, how it can benefit the community and ways to get involved. We also shared an invitation to the Purple Paw Parade and will continue to move forward with this grassroots effort to establish a college-town feel in Ogden.</p>
Development/Campaign	<p>FY23 Fundraising YTD (through 9/30/2022)</p> <ul style="list-style-type: none"> ● Dollars YTD \$5,547,088 v. FY22 \$ 2,676,987 ● Major Gift Highlights <ul style="list-style-type: none"> ○ \$1,250,000 - America First Credit Union Wildcat Micro Fund (GSBE) ○ \$500,000 - N. Dwight Stevenson: Stevenson, Merlon L Scholarship Endowment (CoS), Peterson, Lorenzo E Memorial Scholarship Endowment (EAST), Stevenson, Dwight and LuRue Family Trust Endowment(EAST) ○ \$2,000,000 - Dr. Ezekiel R. and Edna Wattis Dumke Foundation Dumke Arts Plaza Endowment ● Campaign <p>Dan Saftig conducted feasibility interviews and will provide a summary report October 17 to Deans and University Advancement.</p> <ul style="list-style-type: none"> ● Staffing - New Development Director for Lindquist College started September 19 and Development Coordinator started Sept. 26.
Events	<ul style="list-style-type: none"> ● Oct. 6-7 WSU Diversity Conference ● Oct. 7 National Advisory Council ● Oct. 7 Noorda Ribbon Cutting ● Oct. 7 WSU Salutes ● Oct. 8 Homecoming football: Eastern Washington vs. WSU ● Oct. 15 Browning Presents! Ta'u Pupu'a ● Nov. 4 Catbash (Athletics)

Equity, Diversity, & Inclusion Division Updates
(Adrienne Andrews)

Area	Updates
Upcoming Events	<p>24th Annual Diversity Conference: Diversity of Beliefs, Religion & Spirituality: Controversy, Conflict & Compassion Thursday October 6th at Davis Campus, Ballrooms - 6PM Student Panel and Discussion</p>

	<p>Friday, October 7th at Ogden Campus Shepherd Union Ballrooms and Breakout rooms Sessions at 9:30AM, 10:30AM and 11:30AM Keynote Speaker: Rev. Dr. DeForest B. Soaries, Jr. https://www.weber.edu/diversity/diversityconference.html</p> <p>6th Annual Ogden Hispanic Festival October 14, 2022/2:00PM to 7:00PM Union Station 2501 Wall Ave. Ogden, UT 84401</p>
Search	Ongoing for Senior Diversity Officer, LGBT Resource Center Coordinator
Space	Center for Diversity & Unity Remodel