

Deans' Council Agenda
Wednesday, December 7, 2022
2:00 pm–4:00 pm

via [Zoom](#) | Tracy Hall 470 B

Meeting ID: 930 3633 9497 | Passcode: 047115

Attending: Ravi Krovi , Brad Mortensen , Eric Amsel , Adrienne Andrews , Andrea Easter-Pilcher , Jason Francis , Doris Stevenson , Kristin Hadley , James Hedges , Wendy Holliday , Brenda Kowalewski , Jessica Oyler , Julie Rich , Yasmen Simonian , Betsy Mennell , Deborah Uman , Brian Rague , Julie Snowball , Matthew Zacher , James Taylor

Excused: David Ferro , Ashley Potokar , Norm Tarbox , Bret Ellis

1. Approval of Meeting Minutes, [October 5, 2022](#)
 - a. The minutes were conditionally approved.
2. Provost Updates - (Ravi Krovi)
 - a. Ravi reminded everyone that the Ambrose Shaw application deadline for the 2023 year will be in March 2023.
 - b. Deans' Council discussed if the Ambrose Shaw award should be labeled an award or a grant.
3. Academic Agenda/Policy Discussions
 - a. General Education (Eric Amsel)
 - i. Eric reviewed the findings of the recent legislative audit, including the alignment of general education requirements. He reviewed information from a Board memo speaking about how these alignments should be standardized across the system. He also spoke about another potential interpretation from the USHE General Education Task Force. Eric shared that a response has been crafted by the task force, which they plan to share with USHE and with others. Deans' Council discussed the potential implications, and how to best support ongoing efforts.
 - b. Snow Day Options (Ravi Krovi)
 - i. Ravi spoke about the current snow day policy, which has not been needed much in the last few years. Deans' Council discussed other potential options, including virtual or online delivery of classes. Deans' Council discussed how to best support faculty, including requesting that WSU Online share best practices, and the importance of clear and consistent messaging. Ravi will convey feedback to Administrative Services.
4. Academic Support Discussions
 - a. Marketing Slogan Presentation (Amy Hajdas & John Kowalewski)
 - i. Amy presented information about MarComm's work with the Cicero Group in relation to the strategic plan. She shared an overview of the process, along with a description and results of the testing of proposed campaigns. She showed drafts of campaign materials and shared planned next steps. Deans' Council provided feedback on the materials and thanked Amy and her colleagues for their time and for the information.

b. Defense Acquisition University (James Taylor)

i. This item was tabled.

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	<ul style="list-style-type: none"> Next meeting is Friday, November 4th. We did have a meeting on September 9th, but it was mostly about membership, responsibilities, and the grant rating rubric.
ASSA- Wendy Holliday Charges	<ul style="list-style-type: none"> 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 Charges	<ul style="list-style-type: none"> Will meet 14 September - APAFT charges for the year have been drafted. <i>(Not finalized until Senate approval on 15th September).</i>
CRAO- Deborah Uman Charges	<ul style="list-style-type: none"> Met once. Reviewed our charges and changed our meeting time.
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-	<ul style="list-style-type: none"> First meeting is 2022/9/9

<p>David Ferro</p> <p>Charges</p>	
<p>SBBFP</p> <p>Yasmen Simonian</p> <p>Charges</p>	<ul style="list-style-type: none"> ● Overload charge updates <p>Valerie shared what the charge is and how they want to proceed and the questions that have come up concerning budgets and pay inequities. The committee is looking at options of, if the money goes to the department and then any overage goes to a central pot in the provost office.</p> <p>James Hedges spoke about how things currently work in CE and that he is learning how it has been functioning to date. CE is looking at online courses and considering putting some caps on the courses. Because it is not realistic to expect that a class of 100 would be the same kind of experience for the student as a course with 50 students. He spoke about the way that program administrators (PA) currently interact with departments by telling them what they will cover and spoke about looking at three year trends and how many might CE be able to support with relation to the numbers in the departments. PA are currently being trained to communicate with the chair or the program coordinator. CE is the steward of four pots of money that are used in CE and they have money that is earmarked for specific types of courses. (ONL or night) The desire is to work with departments to meet the demands of the students.</p> <p>There are no student recruiting for online programs, there is not a hub to explain what it means to be an online student and WSU does not market separately.</p> <p>Discussion on looking at ONL interactions and how to track what is happening, is the faculty member initiating contact , are they providing good feedback, are assignments being graded in a timely manner these are some of the questions that need to be addressed.</p> <p>Conversation on what the CE department can provide data wise for the charges that the committee is waiting on. After reviewing quickly James Hedges said he can get some of the information within a week. Questions on if there is a way to make a waitlist trigger the CE office to offer a new section.</p> <p>OUTCOME: Find the optimal way to make policy revisions that are required to make it equitable and refine it into a workable solution. .</p> <ul style="list-style-type: none"> ● Charge 10: Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent. (Last two questions on current survey). <ul style="list-style-type: none"> ○ Will revisit this in the January meeting. <p>Meetings scheduled on Mondays 2:30 - 4:00</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) (*Ongoing*)
 3. Review campus salary levels using CUPA data, turnover data, and data from regional peer institutions. (Spring) (*Ongoing*)
 4. Review equity issues
 - Review compression and inversion in salaries.
 - Review gender equity in faculty salary
 - Review race/ethnicity/other equity in faculty salary (Spring) (*Ongoing*)
 5. Review faculty hiring process in conjunction with HR. (Fall) (*Ongoing*)
 6. Work with VP Administrative Services Norm Tarbox to explore budgetary processes and trends. (Fall and Spring) (*Ongoing*)
 7. Review faculty feedback regarding specific benefits (e.g. nursing, changing facilities, dental insurance and dropping of EMI).
 8. Review the structure of online/adjunct/overload pay across all academic units and CE (in conjunction with Provost Ravi Krovi).
 - Identity and address inequities in overload compensation.
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 (*Ongoing*)
10. Monitor how various colleges allocate merit pay and poll faculty to determine if decisions are fair and transparent.
11. Review open ended comments supplied in faculty survey to identify potential issues that may be addressed by SBBFP
12. Prioritize an initial study of adjunct pay by reviewing the pay structure across all academic units (in conjunction with Provost Ravi Krovi).
- 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
 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.
- **The committee has several questions regarding #8 which need to be addressed before addressing it.**

TL- Brenda Kowalewski Charges	<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.
UCC- Casey Bullock Charges	<ul style="list-style-type: none"> •
Program Assessment (ad hoc)- Kristin Hadley Charges	<ul style="list-style-type: none"> • 11.22.22 <ul style="list-style-type: none"> ○ Completed committee description (joint charge with CRAO) ○ Reviewed Biennial Assessment report training course in Canvas ○ Discussed Assessment CoP in each college • 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	
Alumni	
Development/Campaign	
Events	

Equity, Diversity, & Inclusion Division Updates

(Adrienne Andrews)

Area	Updates
Upcoming Events	

Search	
Space	