

Faculty Assembly Meeting Minutes

1-22-18

Approx. 30 – 35 in attendance

10:03am

Dr. Sanchez-Anguiano

Opened the meeting. Advised that it is the opinion of the Sr. chairs that a 4th committee is not needed.
Invited Dr. Petersen to speak.

Dr. Petersen

Spoke about the proposal that was submitted to the faculty:

Faculty to provide any suggestions and comments they wish

Dr. Petersen will present the documents with updates to AVP

We will then have until August (new academic & contract year) to figure out the structure.

In regards to the question of why now when we are in the middle of the self-study – this is the perfect time to examine ourselves.

Dr. Quast

What do you expect to have by the March meeting?

Dr. Petersen

Hopefully a framework/overlying structure – we need time to work out the details.

Dr. Marhefka-Day

Presented info from Research committee meeting.

Change is anxiety provoking – why is it needed?

Opportunity to make things better

Advocates for P & T?

Advocates for research & teaching needs?

Outside consultant may be helpful

Ensure that research committee membership includes representatives with broad range of research needs.

Dr. Novak

Faculty Governance manual will need to be rewritten.

Dr. Mason

If the “why” is not accepted by the individuals – not something everyone can buy into then we will fail.

Advocates? Whose got my back? Do we have to basically do away with all departments or can we do a hybrid approach – core groups to study design, program evaluations, management.

Not our expertise to design restructure. Individuals are not willing to stand up and take responsibility on their position. General consensus that there is a crying need to bring someone external in.

If this is the way to go, why do some of our sister schools have five and even nine departments?

Are we inadvertently setting ourselves up for individuals who say “why should I stay”?

Where are we now? Why do we believe that the department structure cannot work until such time that a strong argument as to the “why”?

Dr. Pruitt

Presented info from the education committee meeting.

We jumped right into the structure and lack of expertise.

Doesn't feel that the young faculty are concerned or anxious – shaking things up might be good.

Strategic assessment – is there more money for research than there was 10 years ago? Its more about the threats of completion.

Allison Oberne

A lot of concern for making decisions - what can we do?

Three cluster approach – many suggestions

What distinguishes us from other universities? How do we portray ourselves?

Dr. Zgibor

Who are our customers? What do we do to meet their needs?

Dr. Marhefka-Day

I like what Steve said, what is the headline in the Washington Post?

Dr. Hoare

Service is what allows us to work effectively, to work across all areas.

Dr. Vamos

Other suggestions from committee meeting, look at how health departments are organized. Suggestions for different models – group couldn't come up with a definitive model.

Dr. Adams

We have a great department and whatever revamping occurs, I would like to see us continue as an entity. Concerned that an odd culmination of people can represent everyone.

Dr. Bernard

Regarding number 2 (on PP) – opportunity to make things better, I agree.

In discussions over time it's been said we didn't have enough interdisciplinary – this helps us refocus on that. Criteria for hiring new faculty was to be interdisciplinary – if we keep departments we will lose that opportunity to get better faculty, meets TMPH structure.

Dr. Zgibor

Is it even feasible to bring in a consultant?

Dr. Petersen

I am encouraged and sensitive about what I am hearing.

People on campus have offered to help. Having someone from the outside present the ideas rather than someone putting themselves at risk.

Drew a possible diagram for the restructure on the whiteboard.

As faculty, scientists, research & teaching are all linked.

How are we famous, what are we known for?

Why is it that we have really good programs and great science going on...

- Faculty support
- Professional development
- Marketing & communication
- Web
- Research
- Academics & Student Services
- Operations
- HR, facilities, purchasing, IT

We had 59 concentrations now down to 38. Do we have the resources?

We are one of only two colleges that offer mental health degrees

CEPH criteria

- How do we create opportunities and support them?
- Open and transparent – what have you been doing, what do you want to do?
- Working on static schedule
- Allocate resources to support what you want to do.
- Precious resource is time.

Dr. Sanchez-Anguiano

We need an ADHOC committee with people that haven't been in the meetings to help bring fresh ideas.

Dr. Marhefka-Day

What is the goal for that committee?

Dr. Quast

The first job is to provide feedback.

Dr. Novak

I like the diagram but would ask in our statement "Our practice is our passion", what is our "practice"?
What are the major public health issues we foresee in the next 5 – 10 years?

Dr. Potthoff

When you think about it like meeting with an architect, what are the design criteria? External forces, financial stability.

Dr. Sappenfield

What needs to be in the response and to what detail?

Dr. Petersen

My understanding, from what people have told me, this has to be done per the academy – they are looking to make sure that I haven't imposed anything on the faculty. Something showing the faculty has had opportunity to have meetings and discussions regarding the proposal.

Dr. Parvanta

This is a good discussion and I think we're getting somewhere. How we work and how we teach for MPH – very specific competency – who is teaching so that students can get an entry-level job – deliver a product where working & research overlap.

Don't want to lockdown on product before we do the groundwork. Difference between what students need to learn and how do we know they learned it adequately?

Dr. Sanchez-Anguiano

We need to discuss the document – how do we want to work on this?

Dr. Quast

There is a three-week window, we need to respond to the document.

Dr. Marhefka-Day

Agrees

Dr. O'Rourke

Maybe using the Box would be helpful – everyone could put their comments in there?

Dr. Parvanta

We're not teaching or working the way the departments are laid out, so there is a need for something.

Dr. Pracht

Try to figure out the logic as to whatever structure we have.

Discussion across many in the room regarding proposal....

Dr. Penniecook

The challenge we face in academia is when to make a decision. We started by asking the employers – “what basic functions do you feel students need to hit the ground running”? Responses included mainly to be able to work in teams, interdisciplinary. Most places you work are based on your expertise, theme area, what you are interested in. Mirror what students do in their careers.

Multi-disciplinary – not for our comfort – it is for the needs of our students – what is the best for our students? Encourage, don't close the door – this model will encourage our students and help our faculty grow.

Dr. Adams

Putting students at the center of our college is correct. Other products that are less tangible – our reputation – not just the degree programs but the other demands.

Dr. Sanchez-Anguiano

Identity – who do we identify with?

What do people need to know or have to help get to a point to vote?

Dr. Kirby

Liked diagram. How will this work for governance?

Dr. Sappenfield

Develop an ADHOC committee to give options.

Dr. Novak

Three areas are represented and the basic structure is here in this diagram – faculty will have to make their decision to where they will fit in.

Dr. Quast

Survey – should we resend a survey to provide an opportunity for faculty to give their comments?

Dr. Marhefka-Day

Not the original survey it had an unintentional negative slant

Dr. Quast

New survey?

Attendance was rechecked to see if there was a quorum to vote whether or not to move forward with the proposal.

Dr. Marhefka-Day

Made a motion to: Agree to entertain the proposal from the Dean and work with the Dean to take this opportunity to re-envision our future.

Dr. Corvin

2nd the motion

Today we have gotten additional clarity – this vote would allow us to move forward.

Dr. Potthoff

Discussion?

Vote: 28 for

0 opposed

0 abstained

Dr. Sanchez-Anguiano

Requested volunteers to help create new survey.

Allison Oberne

Volunteered as well as Dr. Potthoff

Dr. Bakour

Requested that the diagram be sent out electronically.

Dr. Bohn

If we have experienced folks in the university we should invite them to the ADHOC meeting.

Dr. Penniecook

ADHOC committee to take comments from survey and issues faculty spoke about to culminate/summarize comments to be sent to the Dean.

Dr. Sanchez-Anguiano

Meetings are open to all – everyone needs to take responsibility.

Dr. Unnasch

All issues and questions will need to be addressed.

Dr. Sanchez-Anguiano

Will provide due dates and date for next meeting will be decided upon.

Dr. Sappenfield

We need to get the proposal out before the next meeting.

Adjourned at 11:59