**RHE Deans Meeting**

**August 7, 2018 | 10:30 a.m. – 3:00 pm | Baker 226**

Attendees: Willan, Howard, Anderson, Tuck, Pennington, Klein, Webster, Smith

*10:15 – 3:00 Updates and Discussion Items*

RHE P&T Document Revisions

Tuck reviewed updates and revisions to the RHE P&T document with the deans. The deans discussed inclusion of peer review of teaching in the promotion to professor for tenured faculty. Tuck will share the updated documents with the deans in advance of the fall 2018 RHE Leadership meeting.

Children Accompanying Students

The deans discussed how to address students bringing their children to class. The deans should forward any campus policies that address children on campus to Howard.

RHE Study Committee

Pennington provided the deans with an update on the committee’s process. Benchmarking data was collected through RBCA, which has helped identify structures to further investigate. Willan reinforced that the committee is still reviewing and discussing regional campus information. Pennington will serve on a panel with Brad Cohen and the campus representatives during the RHE faculty conference. Willan developed a comprehensive “white paper” outlining the history and context of the regional campuses; it will be forwarded to the Board of Trustees in advance of their August retreat.

Coordinating Council Members

Tuck asked about when to consider replacing coordinating council members. The deans discussed how community role and responsibility influences coordinating council membership.

Faculty Staffing

The deans discussed different ways to plan for current and future staffing needs. The discussion included the differences in tenure-track and non-tenure track instructional positions, full-time versus part-time needs, and staffing based on program offerings across the system.

*11:30 – 12:00 Zach McGrain, CLDC*

Willan shared that the search process for the two RHE career counselors is underway. So far, there are 13 applicants for the positions. The job posting will be open until August 19. Zach provided the deans with an overview of his role and the opportunities he sees with the addition of the regional campus career counselor staff. Zach believes the career counselor model that the Athens campus has used since 2012 should be implemented across the regional system. In addition, there are career-oriented workshops that could be delivered on each campus. The use of “Handshake” will also help connect students to available internships and full-time positions; there are currently 7,000 employers connected through this system. The deans invited Zach to visit each campus to meet with faculty and staff. Kim Hayden will help coordinate the visits. Zach shared that the CLDC graduate assistant position focused on serving the regional campuses will continue. He will serve as the position’s direct supervisor next year and hopes to have the position focus on some of the regional assessment data in the future.

IT Issues

Pennington shared some IT issues that have occurred on the Southern campus that continue to escalate and go unresolved. Of particular concern is the discontinuation of the regional campus liaisons in OIT. The deans discussed various OIT service issues and the amount of time it takes to get support and information. Specific examples should be shared with Howard.

IT Strategy

Willan and Howard shared an update on the IT strategy discussion. The deans discussed short and long-term planning options for RHE IT.

Career Technical Workshop

Willan and Anderson reviewed an ODHE request to use an OHIO campus for an upcoming OCTANE workshop. Webster will look into using the Zanesville campus.

Strong Start to Finish

Klein reviewed a “Strong Start to Finish” grant that OHIO received. The goal is to provide support services for math and English that aim to increase course retention and completion. The group working on this effort is looking at math placement and co-requisite options and their influence on retention and completion.

*1:00 – 1:30 Gigi Secuban, Vice President for Diversity and Inclusion*

Gigi Secuban provided the deans with an update on her role at the university since joining in early summer and the various projects that are in development. The Office of Diversity and Inclusion is going through a restructuring of both staff and budget. The office is also rebranding using university imagery. Willan and the deans reviewed some of the RHE efforts that support diversity and inclusion: SIDE participation, HERS support, women’s conferences, student groups, and campus speakers and workshops. Tuck shared interest in hosting events on the regional campuses, especially when speakers or events are scheduled through the Athens campus. Webster shared that Zanesville is resuming the Women in Appalachia conference in fall 2019. Secuban is interested in establishing diversity and inclusion liaison roles through each campus; the deans should forward the name of people from their campus who could serve as a liaison. Howard reviewed the work that has been done to develop regional diversity and inclusion plans and asked Secuban for guidance in continuing that work. Secuban wants to engage in regular visits to the regional campuses.

ACA Qualifiers Avoidance

Willan expressed his appreciation to the campus associate deans for maintaining ACA guidelines for the third year in a row.

Professional Development

Howard reminded the deans that there is professional development available through HR. The information is available through the HR site. Staff are encouraged to participate.

Minimum Interview Qualifications

Howard reminded the deans that the minimum requirements noted within job postings are what need to be used to identify interview candidates. If there are specific, position needs that campuses want or need to consider then that information needs to be included within the minimum qualifications for the position.

Enrollment

Howard reviewed updated enrollment information with the deans.

FY18 Budget Update

Howard shared that the FY18 budget is closed. The final FY18 budget shows that the decisions made by each campus to focus on efficiencies ultimately had a positive financial impact. The final numbers show a nearly $28,000 gain for the system.

Review of Effective Rate Strategy

Willan and Howard reviewed information about the effective rate with the deans, including prior year data and strategy ideas moving forward.

Other

Willan provided an update on partnership discussions with A&S, specifically about faculty clearances in psychology.

*3:00 – Adjourn*

*Upcoming Events:*

August 20 New Faculty Orientation

August 21-22 BOT Retreat

August 24 RHE Faculty Conference

October 4 IUC Regional Deans Meeting

October 18-19 BOT Meeting

November 29 IUC Regional Deans Meeting

December 15 2017 Fall Commencement