

Chairs and Directors Meeting March 12, 2019

Summary

Announcements

Salary Information

- 2% raise across the board for faculty and staff; letter will include rating from me
- I will send a separate salary memo to chairs this week
- A separate email will be sent to those whose CLR status has changed from the previous year, and chairs will be copied
- Per HR: JCU has just contracted with Sibson Consulting to conduct a compensation study, starting this month with findings in August, when HR plans to share this information with the SLT, Staff Council, and Faculty Council.

Service discussion

- For April meeting we will circle back to our service discussion, so please share the document with your department and gather feedback. I will compile feedback, edit the document, and send it to you for your consideration before our next meeting.

Discussion: Program Prioritization, Strategic Planning, and ASP

Three colleagues present at the USPG meeting on February 28th shared information with the chairs and directors about President Johnson's presentation at that meeting. I shared information from a follow-up meeting I had with Jim Krukones.

- JCU has contracted with Academic Strategy Partners to facilitate program prioritization at John Carroll, to lay the foundation for the next strategic plan
- ASP is the firm headed by Robert Dickeson, famous for the book Prioritizing Academic Programs (Jossey Bass, 2nd ed. 2010)
- ASP is due to come to campus in late April for two days.
- The timeline for the prioritization process is to have the firm here in April and then to make recommendations that can percolate over the summer, continuing the process in the fall.
- The initial strategic planning task force that President Johnson described included 4 BOD members, 4 members of SLT, and 4 members of USPG (a student, a staff member, and 1-2 faculty). The reason for the composition of the group was given that the BOD wants more involvement than they had in the last strategic plan.
- There will be a community forum scheduled in April before the consultants come to campus.

Spirited discussion ensued. Questions that were raised included:

- What is the charge for ASP when it comes to campus?
- What is the charge for the strategic planning task force and how does that intersect with USPG?
- How will program prioritization intersect with faculty governance?
- Where will the points of faculty input be in the strategic planning process and in the prioritization process?
- Is the composition of the strategic planning task force fully determined, or is there room for increased faculty participation?
- How much will the consulting firm cost?
- Why are other areas of campus not under the same scrutiny?
- How is the new provost participating in this discussion, and what will his role be?
- What data will the firm be provided with, and how will faculty help to inform interpretation of that data?
- How will information about the prioritization process and the findings from the consultants be shared with campus?

Chairs and directors agreed to take this information back to their departments. Faculty Council is scheduled to discuss the topic at their meeting this week; Jeff Dyck and Gwen Compton-Engle are chairs who also serve as FC reps and they will share information and the chairs' questions with Faculty Council. I will follow up with Jim Krukones to see if President Johnson's slides can be made available on the USPG site.

I've found these to be helpful:

- <https://www.academicimpressions.com/blog/lessons-learned-from-institutions-undertaking-program-prioritization/>
- <https://www.academicimpressions.com/PDF/PrioritizationMD-Print-0413.pdf>

Respectfully submitted,

Margaret Farrar

| | ASSISTANT | | ASSOCIATE | | FULL | |
|-----------------------------|---|--|---|--|---|--|
| | Meets | Exceeds | Meets | Exceeds | Meets | Exceeds |
| | Includes a selection of the following | The “meets” selection, plus a selection of the following | A selection of the previous M+E activities, plus | The “meets” selection, plus a selection of the following | A selection of the previous M+E activities, plus | The “meets” selection, plus a selection of the following |
| Departmental Service | <ul style="list-style-type: none"> Participation in department meetings Dept. search committees and search process Developing new courses Assessment Recruitment | <ul style="list-style-type: none"> Leadership of department initiative Revising department curricula Active advisor for co-curricular club Coordinating assessment | <ul style="list-style-type: none"> Chairing faculty search committees | <ul style="list-style-type: none"> Chairing department or program | <ul style="list-style-type: none"> Role model in service for others on campus Mentoring faculty in department Leadership in department | <ul style="list-style-type: none"> Chairing department or program¹ |
| University Service | <ul style="list-style-type: none"> Attending faculty meetings Serving on university committees Interdisciplinary collaboration where appropriate University-sponsored professional development Participation in HLC and other accreditation activity | <ul style="list-style-type: none"> Serving on significant university committees Leadership of interdisciplinary initiative Offering university professional development | <ul style="list-style-type: none"> Participation in university search committees Leadership in HLC and other accreditation activity | <ul style="list-style-type: none"> Chairing major committee Leadership of university initiative Leadership of interdisciplinary project New program development | <ul style="list-style-type: none"> Leadership on university committees Leadership in HLC and other accreditation activity | <ul style="list-style-type: none"> Chairing university search committee Leadership in university curricular reform Leadership of HLC efforts New program development |
| Professional Service | <ul style="list-style-type: none"> Peer review Active conference participation | <ul style="list-style-type: none"> Active participation in professional org Offering disciplinary expertise for public good | | <ul style="list-style-type: none"> Leadership role in professional organization Editing a journal Serving as external reviewer (tenure and promotion, program review) for other institutions Offering disciplinary expertise for public good | <ul style="list-style-type: none"> Serving as external reviewer (tenure and promotion, program review) for other institutions Offering disciplinary expertise for public good | <ul style="list-style-type: none"> Leadership role in professional organization Organizing significant scholarly conference |

¹ Included twice because of the continuous and significant time commitment involved.



Citizenship and leadership

Assumptions:

- The faculty member is working toward active and robust citizenship in the university community
- For Full professors, effective and meaningful leadership is necessary to “exceed” expectations in service
- Departments may add to this list, but can’t subtract
- Professional service can’t be a substitute for departmental or university service over a long period of time
- the department is supportive of the effort to set college-wide service expectations and finds the baseline expectations reasonable
- someone suggested that "participation in HLC efforts" should be at the baseline, if that is understood to mean participation in the accreditation process via program reviews, assessment, attending HLC prep sessions, etc. We all should be doing that.
- someone else suggested that "serving as external reviewer" for T&P or program review was less likely to happen at the Associate level but more typical of Full.
- when someone objected, "what if I've already done all of this," it was a good opportunity for us to clarify that service expectations are ongoing.