Faculty Council Minutes of Nov 1, 2017-approved 11/15/2017

Location: 320 TL Library Director’s Conference Room

Present: Ricardo Alfaro (Chair), Emily Newberry (Secretary/Chair-Elect), Chris Douglas (Past Chair), Aviva Dorfman, Jan Furman, Allon Goldberg, Judy Haefner, Min Huang, Adam Lutzker, Tom Wrobel

Absent: Mickey Doyle, Sy Banerjee

Guests: Chancellor Sue Borrego, Provost Doug Knerr

Meeting was brought into session at 9:00am

Discussion with Chancellor

Questions were distributed to Chancellor prior to the meeting to facilitate the conversation:

1. We would like to clarify what our request was about organizational charts.
2. We would like to hear your response to the faculty proposed Guidelines for Search Committees for Administrative Appointments document from AAAC we that we share with you in June.
3. Could you clarify the status of the Vice Chancellor for Inclusion and Student Life? We believe the original posting was for a non-renewable three-year term. Is this still the case? This is important as we prepare for the Winter round of the faculty survey of administrators and for long-term faculty planning. Will there be a new search?
4. Please update us on the Strategic Plan Implementation process timeline.
5. We are interested in your thoughts on President’s recent visit.
6. Faculty are concerned about the campus’ budget viz-a-viz enrollment decline. We would appreciate an update on budget and enrollments.

Discussion of Org charts- Work is being done on the website, and org charts will be part of that

Project. Council suggested getting the info sheet that was emailed as a print out like the Campus Directory.

Discussion of Search committees and faculty involvement- Admin is committed to putting faculty on searches but don’t think that faculty should mandate the makeup of search committees and vice versa. Discussion of rationale for not wanting candidate ranking. It is not good HR practice and she does not want candidates coming to work with people knowing that they may not have been the top ranked candidate. Concerns about not having mechanisms in place for when administrators don’t take the recommendation of the search committee into consideration were articulated.
Chancellor Borrego would like to finish the HR audit before moving forward with any decisions regarding this matter.

Chancellor Borrego and Provost Knerr both stressed that much of this conversation is about professionalizing HR practices. Chancellor Borrego would like to make sure that all positions have job descriptions and that we are protecting against problems that have happened in the past. She would like to create a more equitable way of dealing with issues such as chair appointments.

Search guidelines from across the schools and college should be examined. Expectations for search committees needs to be articulated sooner rather than later in the process of searches.

Discussion of Barbara Avery’s contract with regards to administrator evaluations. The contract for that position is non-renewable. It was created as a three-year contract to see if combining campus inclusion and student life was a good blend. That will be discussed and a position be posted. They would like to get someone in place before the start of the next academic year.

Discussion of strategic planning implementation. Chancellor Borrego will be meeting with Terry Wisener later today. He will shepherd the work, They will be trying to figure out who the best people are to focus on each priority. They want experts working on these and not just assigning them to VCs or Deans.

Discussion of the visit with the President. Chancellor Borrego was glad that the President came to listen and engage with the campus. He was able to take away positive things to share with the regents. Chancellor Borrego wants to make sure we know of the work she does at the table with Ann Arbor people to make sure that they know what we are doing here in Flint and secure us funding, etc. that we have not previously received.

Murchie drawings presented to the regents and they were easily approved.

Chancellor Borrego left the meeting.

Provost Knerr spoke about strategic enrollment aligning with Graduate Admissions. They want to get immediate response to students who want to come here.

One initiative is to put the Deans at the table with the CFO so that they can see business from the perspective of the other and then having SEM bridge and implement these insights.
Discussion ensued of how to socialize the Deans and create an environment of leading by relationship. What can Faculty Council do to help this? What can AAAC do?

**Meeting adjourned at 10:42am**

Respectfully submitted
Emily Newberry- Secretary/Chair-Elect