EPIC Committee 3.8.11

Meeting Minutes

In Attendance: David East, Bob Merrill, Whitney Sherman, Alex Heilner, Esther Sheppard, Danny Farber, David Gracyalny, Nancy Roeder, Cindy Barth, Michael Weiss, Ray Allen, Brockett Horne, Karen Carroll, Ledelle Moe

Provost Ray Allen (RA) began meeting expressing his frustration with the wide variety of reactions from campus members regarding EPIC and the work it’s done. RA next directed as to what should be worked on today with the committee-Salary, title, position length.

Bob Merrill (BM) and Nancy Roeder (NR) both made personal statements regarding where the committee is and what has been decided thus far. Stating perhaps reduce departments, find savings elsewhere with new salary expenses etc.

Alex Heilner (AH) suggested having the plan be a 4 year test of the new structure, evaluate and make changes to while seeing if this works.

RA asked if this should be implemented as soon as possible? Re-work the job description?

NR stated we need to really start to articulate the job description. My constituents are asking what the UG dean is doing if all of these handbook responsibilities are getting handed to the assoc dean/div dean.

JS and NR discuss the Deans responsibilities’.

AH reiterated the differences and confusion between where the things stop and start between Jan/Ray and the div head.

RA asked if there was question about the job responsibilities

David East stated the issue isn’t that whether there is a need for the Assoc Dean. The question is whether it is really necessary to restructure to get that work done. The question is whether this structure is what it will take to get us where we need or get the work done.

MW stated some faculty’s fear is not about the fact that we are making change; there is certain distrust that we haven’t been thorough enough in modeling the structural proposal. Are these people Assoc deans or uber chairs? What would it take and what can we afford to do realistically so we aren’t wasting time working on something that is not feasible.
BM stated it doesn’t seem feasible to teach and be an administrator.

KC stated it is very difficult to do both and you feel torn. The attention to detail is incredible and it really is a struggle to do both.

NR asked KC if she advocates for not teaching. KC thinks they should do the administrative role first then see if they have time to teach.

NR stated they need to be in touch with the people in the trenches. Give critiques etc.

KC stated that we talk about responsibility but we should talk about distribution of power.

AH stated he sees a huge list of concrete things that need to happen in terms of administrative duties and then teaching and that is more fluid.

KC stated we should look at something with shelf life.

BM stated he agreed with KC and also with RA that it needs to be a desirable job description and believes there are faculty who are looking forward to migrating to administration.

Group discussed dept competencies and what it is we want to teach

ES argued that at least in her dept, they discuss competencies and strive to achieve that with their students.

A handout of assoc dean job description was passed around.

Meeting turns to go over job description

DE stated it might be helpful to discuss a general statement on job description and make it applicable to MICA and get very specific and what exactly it means.

Lots of heavy discussion ensued regarding job descriptions, responsibilities and job specifics

LM answered RA in regards to what is not happening, -for ex. Fac handbook language, review policy, evaluations,

RA asked what would reassure you in the job description language about the budget line of the job description

The group goes over the job description list again trying to decide how to refine and get more specific.

Meeting adjourned. Next meeting 4.5.11