Council of Directors Meeting Minutes  
August 12, 2019


1.0 Call to Order  
2.0 Guests  
2.1 Dr. Cindy Blackwell  
Dr. Blackwell shared the new process that is in place for handling student Academic Integrity violations; it is intended to assure the integrity of the 2012 Academic Integrity Policy. She addressed the concern Directors have about being left out of the new process in stating that directors were left out of the old process. She shared data by program and college and suggested that a lack of reporting may indicate an issue.

Graduate students earning an XF cannot have this grade changed. Undergraduate student earning an XF can enroll in a “Professionalism and Integrity” course intended to educate them on academic integrity issues. The XF grade is then removed. The Office of Academic Integrity offers guidelines, including levels of violations and when an XF would be merited.

The new model for handling violations includes faculty facilitators. Dr. Blackwell shared a flow chart that outlined the entire process. Directors are not included in the new process for a variety of reasons, including student perceptions and the inclusion of a third neutral party. Directors will be notified when the facilitator completes Form A/B. There are director concerns about “checks and balances” in the new process. There was a lively conversation about the plusses and minuses of the new process; many were based on actual experiences of directors. Context for the development of the policy was shared, including how it was vetted. Some directors are concerned with a missed opportunity to develop and mentor their faculty through this process. Faculty are encouraged to share this widely with faculty. Directors are also quite concerned that the faculty member selects facilitator. We think this is fixable.

3.0 Adoption of the Agenda  
4.0 Approval of Minutes  
5.0 Committee Reports  
5.1 Executive Committee Report-Pat Sims  
None.  
5.2 Standing Committee Reports  
5.2.1 Professional Development-Lachel Story  
Lachel shared the upcoming Director development seminars happening during Faculty First Week. 8/21 sessions focus is on daily activities, including Cornerstone, Parking and Events. 8/22 will focus on systemic communication, mediation, and delegating/engaging faculty and staff. These will be led by directors. Directors will also be trained in “crucial
conversations” through HR and Lachel Story. The latter will be a full day workshop in the Fall semester.

Additional requests for training are welcomed.

5.3 Ad Hoc Committee Reports
5.3.1 Faculty Handbook Committee- Ward Sayre
Elections are still underway. Ward is willing to serve as long as needed.

6.0 Old Business
7.0 New Business
8.0 Discussion Items
8.1 Review of CoD
Pat provided an overview of the evolution of the CoD for the benefit of new directors. We have evolved from a representative group to a council of the whole. We have established a strong relationship with the Provost.

8.2 Governance question
The CoD is an administrative body, which is different from how we were proposed in Initiative #6. We are now an advisory body. The Executive Team will talk to the Provost about this.

8.3 Website
Pat is working with Danielle Sypher-Haley to develop a CoD website.

8.4 Faculty First Week
See 5.2.1 above.

8.5 Leadership Inventory
Pat will share a link to an online leadership survey. Directors are asked to complete it prior to the 8/22 workshops.

8.6 Director Training-Old and New
Jeffrey Wiggins is interested in being involved in this.

8.7 Adjunct Budget
Adjunct budgets were returned to the colleges and are significantly reduced. Directors are using IVN and hybrid instruction to absorb reduced funding. There are concerns about not offering courses in one program that are needed in degree plans in other programs. The Executive Team will speak to the Provost about this. There are concerns about the late timing of approvals. There are concerns about GEC adjunct requests when intermixed with major courses. It seems that directors could benefit from some transparency in this process—perhaps we are missing reasons that would help us understand.

8.8 Goals
18-19 was a building year. For the coming year some potential new topics are adjunct funding processes, hiring permission (especially the timing), budget realignment, F&A dollar allocations, salary recovery to schools. Pat mentioned the budget realignment plan that is based on Helio data. Please send Pat any other topics you want to address.
9.0  Announcement
10.0 Good of the Order
11.0 Adjourn