

CAS DEPARTMENT CHAIRS & PROGRAM DIRECTORS MEETING

Monday, October 30, 4 pm, CRUC 315

Notes

In Attendance: Janet Atarhi-Dugan, Keith Mellinger Meredith O'Connell, Melina Patterson, Brooks Kuykendall, Joe Romero, Jodie Hayob, Kelli Slunt, Don Lee, Anand Rao, Julius Esunge, Dianne Baker, Marcel Rotter, Betsy Lewis, Kate Haffey, Karen Anewalt, Miriam Liss, Jonathan Levin, Laura Mentore, Cristina Turdean, Janet Asper, Grant Woodwell, Patricia Catullo, Caitlin Moore, Claudine Ferrell, Rosalyn Cooperman, Gregg Stull, Jon McMillan

I. Updates and Announcements from Betsy Lewis

- a. Need faculty to volunteer for admissions event in NOVA on November 1st.
 - 1. Faculty fellows are not available.
 - 2. Will need to talk to students about opportunities at UMW
- b. Communications department is soliciting published works from faculty
 - 1. Non-academic works

II. Janet Asper: Challenges within student population at UMW

- a. Concerns about the number of students at UMW who have mental health challenges and need special services. It seems like we have a student body with exceptional needs.
- b. Is Admissions actively marketing to students with mental health issues and disabilities in order to make recruiting goals?
 - 1. At the beginning of the semester, Juliette Landphair gave a presentation in which she cited a student wellness report stating that 60% of student population had sought counseling for mental health issues.
 - 2. Stated this is UMW's "brand"
 - 3. Students are coming to UMW with the understanding that we can serve all their mental health care needs.
 - 4. We do not have the resources and are not equipped at this time to meet all of the needs of the many students with mental health issues and disabilities
 - 5. ODR and counseling services are overstretched. Faculty and RAs are burnt out.

Discussion:

- Students are coming to faculty to discuss mental health needs and expecting ad hoc accommodations from faculty without ODR involvement
- Chairs need more support and guidance in dealing with students who are in crisis
- Medication adjustments are also sometimes making it difficult for some students to focus. There have been students having doses adjusted, or going off/on medications.
- Perhaps some discussion when onboarding students regarding continuity in medications.
- If we are intentionally recruiting students with mental health issues, do we understand the implications? We have to be ready with resources to help them.
- Is data available on number of students requiring mental health support and accommodations through ODR?

Dean Mellinger: ODR data indicates 18% of student population. Many universities in VA are at less than 10%

- Smaller universities seem to attract students with these needs just because they are smaller. Sometimes parents and students assume that the students will receive better care in small campus community.
- Do not think that admissions is actively recruiting students with mental health issues or disabilities. The reputation has happened organically. It is now who we are as an institution.

Dean Mellinger: I have not seen these issues first hand as many of you and the faculty have been dealing with it. Now that I have the information, I will take it to the Provost Council to discuss a solution.

- Maybe admissions should shift recruitment strategy.

III. AOWG proposed models

- a. AOWG committee has come up with possible models for reorganization which were shared by email with chairs and faculty
- b. Please attend listening sessions over the next week if possible
- c. There are only 4 meetings of the AOWG left this semester
- d. Trying to narrow it down to 3 or 4 models to propose to the Provost by December 1.
- e. Debra Schleef will send out survey to faculty to collect information from faculty on the pros and cons of each proposed model.
 1. Her office will perform a qualitative analysis of the survey data.
 2. AOWG will step back from proposals during this time.
 3. Will address possible changes to policy not directly related to reorganization.
- f. Some believe we are under-resourced in administration

Discussion:

- I don't see curricular intervention or distinctive programs objectives addressed by these models.
- Dean Mellinger:* Provost is open to proposed models that are not administered by 3 deans.
- There are not enough details about the roles of administration and leadership in these proposed models.

Dean Mellinger: Still working on those details after we select a structure. I do believe that we need more administrators. For example, Truman State has 6 deans and they are comparable in size to UMW

- All models are missing WGST. It is not really clear where program would land.

Dean Mellinger: WGST will still exist within any model. Those details still have to be worked out.

- Each model needs more context to explain the administrative structure.
- Two colleges, Three Deans Model
- Too many layers of administration. Unnecessary
- Doesn't make sense to add "divisions" that may not have directors
- How will resources be allocated to professional schools? I am concerned that this will take away resources from CAS.
- There should not be a division between "classical" and "applied" humanities. This division doesn't really exist in the disciplines.
- Distribution of faculty is very uneven in this model.
- In this model GEOG is not placed with the departments with which the GEOG department most frequently collaborates.
- How can one dean lead such different areas in the Professional Schools? It couldn't be an academic.
- Who will be in charge of each discipline?

Brooks Kuykendall: We need to focus on the overall organization before we decide on how each discipline will be structured.

- CMDS doesn't fit as a discipline with COB. This grouping seems very forced.

Dean Mellinger: COB must have a dedicated administrative head for accreditation

- This model creates more division. It created more boundaries and does not facilitate inter-disciplinary collaboration.
- It might make more sense to say "Human Development" rather than "Health"
- Calling one school "professional" implies that the other schools are not preparing students for professions.
- What are the layers of administration? Are there still department chairs? Who is doing APRs?
- Three Colleges, Three Deans w/associate Deans Model
- Has there been a cost analysis of the different models?
- What will be the cost of adding associate deans?

Dean Mellinger: I think there will be an increase in costs from stipends in this model due to release time. There would have to be a commitment to investing in more administration.

- We are telling faculty they have to teach more credit hours because of lower adjunct budget on the one hand while hiring more administrators on the other. Not good.
 - I don't agree with the way that the disciplines are grouped together in these schools.
 - Need context as to how the decision was made place certain disciplines within this model.
- Some of it doesn't make sense.

- CMDS doesn't belong with COB and PSYC.
- Schools Under 3 Deans w/ Comparable Faculty Division Model
- "Human Studies" is not a great name for the school.

- Why should HISP be grouped together with the Arts? We need to put strong/high enrollment programs with those that have lower enrollment.

- Who would administer the budgets for undergraduate research, etc?

Dean Mellinger: These budgets would probably have to be run out of the Provost's office.

Foundation funds could become a messy situation.

- Model 5

- It might be better to eliminate schools. We don't need that extra level of administration.

- We don't necessarily need to form schools from with all of the disciplines.

- "School of Letters" is very outdated

- Perhaps divisions or schools only make sense in some cases, but not all. Should be applied where it makes sense. I.e. "School of Performing Arts"

- Creating some of these schools might help with marketing and message.

- Many students no longer understand what "humanities" means. "Global Studies" is more widely used now.

- Model 6

- This model is again very uneven in distribution of faculty. We will still have problems with representation in faculty governance.

- Putting CPSC under COB will negatively affect the department's academic reputation. Faculty very strongly object.

- Putting PSYC in COE will negatively affect the department's standing academically. It signals that the department is an afterthought.

- The names of these proposed schools seem forced. Signals a lack of authenticity in arrangements.

- There are many unanswered questions about allocating resources and how divisions will work. If a CAS department is moved under COB, for example, it might seem like a forced situation.

- It seems like the proposed model might just be shuffling departments around without resolving the issues of enrollment decline.

- There will be no perfect model. Will there be compromise? How will dissatisfaction among faculty be handled once the final decision has been made?

- What happens if there is a major effort to reorganize and it does not result in "revitalization" at UMW? It is possible that this could all be for nothing.

- Why wasn't a model proposed with one college and three deans? Deans would have different areas of responsibility instead of colleges. I.e. Dean of faculty, Dean of students,....

Brooks Kuykendall: AOWG committee didn't think that was a viable option.

- The departments with low enrollment were already working with other departments to address issues. Do we really have to have a complete reorganization?

- Do we have to do this?

Dean Mellinger: We need to revitalize our programs across the institution.