



THE UNIVERSITY OF ARIZONA

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College of Public Health

Dean Update (4):
February 9, 2015

Senior Faculty Forum
Open Discussion with the Dean
February 6, 2015
8:00 am -10:00 am

TALKING POINTS

Education

Online Program

Is online MPH part of Outreach College?

Yes. Both online and Phoenix programs are administered by the outreach College

How do we get support that faculty need?

1. *Rather than hire another administrator at the 3rd floor, why not use human resources within each department with some FTE% dedicated to 1 faculty in each division to be responsible for online program in the department*
2. *At the education committee, we were told that there will be a faculty position (director) to specifically work on this online program to deal with internships*
 - Currently there is a part –time coordinator in the student services office who fulfill the job description and needs specified by Pearson/Embanet.
 - The tentative plan is to eventually hire a NTE faculty /director for the online program (salary paid /sustained by the online program) who will report to the Associate dean for academic affairs. The role of the director is 1) responsible for the internships and 2) lead and provide a vision for future online programs at the UG and graduate levels.
 - It will be a good topic to discuss with the transition team and explore the best approach to fulfill the 2 tasks listed above.

Undergraduate Program

We need not to create silos especially for undergraduate programs. Need to keep vision at a broader level.

I completely agree. The expectation is for sections/departments to work together to develop creative multidisciplinary programs both at the UG and graduate level

The education Committee see that the UG program need to have faculty leadership

- The section chairs will oversee the UG courses and tracks that belong /are administered by their section. As such you have faculty leadership across all sections similar to the MPH and Dr. PH programs. Currently, we do not have a director for the MPH program and a director for the Dr.PH program

The MPH and Dr.PH programs are under the leadership of the associate dean of academic affairs. How about the UG program?

- Similarly, the UG program will be under the leadership of the associate dean for academic affairs
- Doug and I discussed it and he identified the need for hiring an additional staff (part/full time) to handle the needs for the growing UG program and reporting to Doug.
- We will wait until the transition team /department heads identify the needs so that we can move with a Job description and FTE to meet those needs.

Teaching large UG courses vs small Graduate courses? Cap enrollment?

- Departments/sections will engage in a strategic planning as to what is the good balance between UG and graduate and what is the return on investment
- The return on investment for a new creative graduate degree(s) could be great and rewarding not only financially but academically. The collaboration among sections/departments will be essential for the development and success of such programs
- Cap enrollment: The decision will be made at the department level. The department heads will work with the section chairs and other department heads to plan together the role/share of each and how it will feed into the College overall plan which will feed into the UA plan

Departments

How we balance responsibility on Department Heads with resources will we have duplication of administrative structure within College and Departments?

- We do not have any plan to increase the administrative structure. With the transition, the division directors will be department chairs. Nothing else will change.

Will all decisions be made at the department level? How about new initiatives how to make this work to ensure we meet college's priorities?

- As in any department, all the decision will be made at the department level
- For new initiatives: Department heads will discuss new strategic initiatives at the dean's council meeting where priorities and allocation of extra needed funds will be discussed

How do we create incentives for faculty?

- The division directors along with the members of the transition team will get feedback from all division members and check best practices to come up with:
 - a. a formula about distribution of RCM funds that take into consideration the % of funds retained at the College, department, operation, section/faculty etc.....
 - b. Criteria for outstanding performance

Transition Team

What is the role of the transition team?

- The main role of the transition team is to address the concerns/challenges related to the transition to departments and how we can address them. While UG education seems to be the main concern, we believe it the most straight forward and there are other important issues that need to be addressed/discussed
 - Shared governance at the department level
 - Transparency at the department level
 - What is the formula for \$\$ distribution at department level
 - Criteria for outstanding performance
 - How to create incentives for faculty
 - P&T issues

Why do we have to meet weekly?

- I do not really know why you need to meet weekly. I think at the first meeting, the team will need to select a chair (one of the 3 division directors) and develop a working plan.
- I think, there are plenty of time for the members of the team to interact with the faculty, APs, and staff in their division and may be share the information in a dropbox in relation to each item
- The education part can be discussed in each division and the issues and ideas/working plans can then be shared among the team.
- The chair of the team will post an update on a monthly base to keep all MEZCOPH members engaged and updated and give an opportunity for feedback as we move.
- The dean's council meet monthly and we will follow-up n the progress and address any issues /ideas as they evolve

P&T Issues

Do departments develop their own guidelines?

- The College will have a set of basic P&T guidelines. Each department will have an opportunity to add to them based on the nature of work and scholastic activity. The current College P&T will be an essential part during the discussion and the transition team will need to reach out to them

With small departments and sections can we really muster individuals we need to review? Other departments lists all tenured faculty for P&T.

- We checked with UA and we need at least 3 tenured faculty (preferably 5) identified as P&T committee for the department
- I will leave the details to be discussed and explored by the transition team , division directors and current P&T committee
- We will all have an opportunity to discuss when we have a tentative structure toward the end of the semester

What is the ramification for P&T for faculty who get small grants with industry/foundation etc...?

- The UA and AHSC encourage the public/private partnership as well significant community engagement and the P&T will pay attention to the publications or products coming from this partnership. Again, this is a good talking point for the transition team

Research & IDC

On-campus vs off-campus rates vs low IDC?

- Currently the College share of IDC is based on 25% (50% of our grant have low IDC return rate)
- If we continue at this rate we will end up losing money and will have to give back more than \$30,000 from other resources
- If we increase our IDC return rate by 1% every year, we will end up making \$100,000 more per year instead of losing \$\$\$
- Department heads will have to work with their Faculty and APs to make sure that we reduce the number of **very small grants** that comes with no or low indirect \$\$

How do we deal with small service grants?

- All faculty and Aps need to know what are the criteria and required procedures and application and approval processes including IDC % for each type of funding.
- The departments will work with the associate dean of research and the business office to provide an educational session about the definition, criteria, obligations, administration , and approval process for each of the following funding mechanisms
 - Sponsored projects grants whether research or service (on and off campus rate)
 - Service agreement
 - Gift or crowd funding
 - Consulting