



NOTES FROM COLLEGE-WIDE RETREAT, THURSDAY, MAY 7, 2015 (SHARON VAN SKIVER)

ATTENDEES: Paul Akmajian, Jackie Assini, Gail Barker, Leila Barraza, Melanie Bell, Jill Bullock, Jeff Burgess, Robert Canales, Juan Carlos, Scott Carvajal, Zhao Chen, Christina Cutshaw, Dan Derksen, Duke Duncan, John Ehiri, Howard Eng, Kacey Ernst, Janet Foote, Carmen Garcia Downing, Amy Glicken, Jackie Gomez, Rod Gorrell, Stephanie Griffin, Jill Gurnsey de Zapien, Iman Hakim, Susan Hannett, Robin Harris, Htay Hsu, Paul Hsu, Chengcheng Hu, Beth Jacobs, Gerri Kelly, Lorian Klein, Yann Klimentidis, Brent Langellier, Velia Leybas Nuno, Jean McClelland, Monica Munoz, Sonia Nieves, Eyal Oren, Mary Kay O'Rourke, Alyssa Padilla, William Peck, Jen Peters, Rachele Peterson, Kristen Pogreba-Brown, Denise Roe, Cecilia Rosales, Rebecca Ruiz, Sam Sabo, Laura Shriver, Stephanie Springer, Joe Tabor, Doug Taren, Michael Tearne, Nicky Teufel-Shone, Chris Tisch, Linda Tumellie, Suzanna Trejo-Robinson, Sharon Van Skiver, Lorraine Varela, Marc Verhougstraete, Natalie Wilkins, Judy Williamson, Nicole Yuan, Michele Zachs

ALTERNATIVE POSITON TYPES AND TITLES – TABLE 1

- Potential Appointed Personnel Titles
- Funding from the college for Appointed Personnel positions
- Professor(s) of Practice
- Multi-year appointments
- Promotion & Progression process for Staff and Appointed Personnel.
- Career Progression/title changes
- Research Professional Track
- Consistent criteria for faculty – Peer Review, Promotion & Tenure, and multidisciplinary work
- Recognition for Contracts vs. Research
- Academic year appointment options.

FUNDING MODELS WITH IN DEPARTMENTS – TABLE 2

- Funding based on student hours
- Adjust % at college level vs department level
- Set-up more funding authority within departments to reallocate as needed.
- Transparent formula for non-state dollars
 - Fixed price funds
 - Funding above 51%
 - Development funds
 - Tax
- Formula for college level incentives

FORMALIZING INCENTIVES – TABLE 3

- Allow buy-out maintain a minimum of 1 class/year of 3 credit hour class
- Bridge funding at all personnel levels (faculty, staff, appointed personnel)
 - Decision made at department levels
 - Track funding levels





- Track contributions
- Grant writing
- Develop incentive and recognition plans
- Promotion and Retention - criteria/policy needed
- Incorporate alternative work style (i.e., telecommunicating)
- Incentives for teaching and course development (i.e., on-line, in person and large classes)
- Incentives for community partnership and development (i.e., reimbursement for travel expenses etc.)
- Incentive plan for mentoring
- HR notification for timely staff reviews.
- Develop non-monetary incentives that align with employee work plan
 - Award – announcement on a large scale to college
 - Extra vacation time
 - Social gatherings/celebrations
 - Healthy snacks
 - Lunch with the Dean or VP of AHSC
 - Free parking for a month

CONTROL OF TEACHING – TABLE 4

- Current Course Approval Process – Section - Division - Education Committee
 - Routed to UA – Department Head – Academic Dean – Catalog (Kathleen Crist explained the process and noted that UA processes need to be followed.)
- Inner Sectional Communication Process – Positives of current process
 - Cross checking with other departments/sections
 - Education Committee over sight
 - More opportunity for collaboration before course development
 - Education Committee – Communications
 - Accreditation strategizing
- Quarterly meetings for Education Committee instead of monthly?
- **QUALITY CONTROL OF INSTRUCTION**
 - Peer to peer feedback
 - Impacts students preparedness (pre-requisites not preparing properly)
 - More meaningful reviews of course delivery
 - More consistency in academic program
 - Getting foundational knowledge for later success's
 - University Teaching Center Mandatory?
 - Free UA course on how-to-teach
 - Metric feedback for students
 - Mid-semester student feedback





DECISION ABOUT TA'S – TABLE 5

- **CUTS – IMPACT ON RECRUITMENT**
 - Videoconferencing – Proctor at the other site
 - TA's in Phoenix
 - Accurate counting of course across section
 - Facilitate inter-departmental exchange of TA positions e.g. HBHP – Biostat A
 - Allocate TA's based on total student numbers – sections should not lose TA's if they teach more courses
 - Professional Assistants (?) across sections classes
 - Greater weight for on-line students
 - TA's vs graders
 - Pool of graders?
 - Replace TA's with adjuncts
 - Adjuncts are cheaper / impact on graduate student support?
 - Link student growth in numbers with support availability.
 - TA selection? How
 - Fairness?
 - Junior faculty support?
 - Supervision of TA's issues
 - Workshop on how to use TA's
 - Mid-year TA evaluations

OTHER – TABLE 6

- 100% funding for everyone!
- Large courses get more teaching credit (number of students X credit hours?)
- Coffee shop/café in-house (\$ for students, food safety, business planning)
- Health promotion with healthy food = alternative sources of funding
- World peace / domination
- Joining departments together for new ideas / centers
- Better website and directory tags
- REAL role of faculty governance – Ways to increase it? Different models?
 - Reappointment by Dean vs election of department Chair by faculty
- Competition among departments for students / courses?
- What is the limit of our growth at current levels?
- Sun shades for the 3rd floor patio / bird deterrent noise on a time
- Outcome measures for student success – How do departments compare against each other?
- Industry collaborations
 - What are ways to streamline?
 - Ways the department can approach industry or governments rather than just individuals





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- Pilot grants from departments to initiate bigger grants – May require at least 2 – 3 faculty collaborate
- Define 2020 goals for college (besides research)



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