

University of Minnesota Morris Digital Well

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Consultative Committee

Campus Governance

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Consultative minutes 11/18/2011

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Consultative Committee

Prairie Lounge

November 18, 2011

9:00 a.m. – 10:00 a.m.

Committee members present: Co-chairs Jen Zych Herrmann and Nic McPhee, Dennis Stewart, Bonnie Tipcke, Molly Donovan, Naomi Wente, LeAnn Dean, Troy Goodnough, Nancy Helsper, Jim Barbour

Committee members absent: Troy Goodnough, Brook Miller

Guests:

David Fluegel and Jessica Beyer from Small towns attended

Paula O'Loughlin from ACE

Discussion of Center for Small Town (CST): Focus was on a discussion about the role of the director of CST and the writing of the CST announcement.

1. Opening comments made about the CST being well received by the community and the university.
2. Discussion of Question: It would be valuable (but not required) to have a faculty member be the director of CST. However, the first two were not faculty members, but were staff members. What are your thoughts on it?

- a. An appreciation for how Bart was able to build a relationship between the faculty and the outreach programs on the campus.
 - b. The first two directors were when continuing education existed, which meant that CST was in continuing education. However, it is now its own freestanding unit.
 - c. If it is primarily academic than a faculty position and if it is more outreach than perhaps not.

3. Discussion of Question: What are the things people are looking for in a director?

- a. Understand the history of the program.
 - b. Understand the need and potential for outreach.
 - c. Understand the connection between the university system and the communities. For example, the students, the faculty and other programs that are available within the U of M system.
 - d. The ability to work with the existing staff of CST.
 - e. A visionary who can foresee the future needs of CST and also the needs of communities.

4. Discussion of Question 3: One person asks that you need more staff and not necessarily a faculty member.

The response was that the Dean had offered one model for how this could be done (i.e., a faculty member) and that a non-faculty member was another model.

1. Discussion of Question : Do you have any comments on the fourth paragraph that describes the position in the ad.
 - a. The ad doesn't capture that it should be a participatory model in terms of the community outreach and the existing staff.
 - b. The timing is a concern because it is coming out late and that it might reduce the pool of potential applicants.
2. Discussion of Question: How important is the continuity of the director position?

- a. If permanent then this gives a look of stability to external audiences.
- b. If temporary then that would give a chance to look at a broader field for the eventual replacement.
3. Discussion of Question: Could there be a faculty component who is not a director?

The response is that this is another model.

4. Discussion of Question : Are there any concerns about the language about the subject matter expert having a terminal degree?
 - a. It is too limiting.
 - b. It is the lead piece in the ad that makes it the priority.
 - c. Suggested wording would be to just say something about demonstrated expertise without the wording about terminal degree.
5. Some concluding thoughts
 - a. There should be some discussion with CST about who the person is that is hired.
 - b. There should be some clarification that this person is not going to be a day-to-day (operations manager).
 - c. The fifth paragraph needs to be broadened, so it looks at things other than faculty releases.

ACE Conversation: Focus was on a discussion about the role of the director of ACE and the writing of the ACE announcement.

1. Discussion Question: Does the director need to be a faculty member

Paula doesn't believe the director does not need to be a faculty member. It does have to be someone who is student centered.

1. Discussion of the advertisement:

There may be some concerns about whether the ad completely states everything that the ACE center does.

3. Discussion of the Requirements: Multitask, be able to see linkages between things, student centered, grant writing possible, it is a 9 month appointment, the person should have budget authority , someone to do fellowships

4. Discussion of how do we state in the ad the amount of work required and the evening and weekend hours required in the job.

The people who are interested in this position understand it is a lot of work. You might want to list that there are evening and weekend hours.

5. Discussion about who should be on the hiring committee:

There should be a committee that picks the position and should include student representation and consultative committee member.

6. Do we have the money for a P&A?

Maybe.

7. Concluding comments

Unique about ACE is that it is much more integrated and it has much more egalitarian so that students of all levels (e.g., A students, C students, athletes, freshman ,seniors) can come and talk to them

They have a lot of interaction with students across the campus.

Overall, the idea that the position announcement needs to broaden.

We are drafting an email that we will be sending to the committee and then to the Dean.