

**HHS Fall Faculty Meeting**  
**October 26<sup>th</sup>, 2023**  
**PFEN 241**  
**2-4pm**

1. **Call to Order**, Jennifer Popp, *Chair of Agenda Subcommittee, HHS Faculty Affairs Committee*
2. **Invited Presentation**, Patrick Wolfe, *Provost and Executive Vice President for Academic Affairs and Diversity*
  - a. Acknowledged Sunil Prabhakar, Vice Provost for Faculty Affairs
    - i. Point person for faculty hiring, retention, and promotion/tenure
    - ii. Expertise in managing complex situations
  - b. Rankings
    - i. How should we think about the emphasis on University rankings?
    - ii. Advice is to not focus on college-level rankings, but instead place a greater emphasis on subject-area rankings.
    - iii. Acknowledged inherent flaws in rankings (e.g., lag, influence of reputation), but also their important role in hiring and in attracting job candidates.
    - iv. Advice for departments is to be strategic for the long term. Ranking do not change overnight; they change in the long run.
    - v. Rationale for 'dream hires' program is for investment in long-term success. To help securely and sustainably rise in the national rankings.
    - vi. Contrast with the prior decade of University leadership, where a greater emphasis was placed on enrollment growth. Enrollment is expected to plateau in the coming years, and the focus is shifting to enhancement of scholarly impact.
    - vii. Ultimately, the goal is to be a top-tier public institution.
    - viii. Department priorities: recruit strong scholars (faculty and grad students), retain faculty members.
    - ix. Examples of relevant benchmarks: Early Investigator Awards, Early Career Awards.
    - x. Recommendation to compare benchmarks with peer programs who are in the next tier up in rankings.
  - c. Change in Dean of HHS
    - i. Search committee has not yet been assembled.
    - ii. Interim Dean Bowman has been tasked with assessing needs, priorities, and competitive advantages within HHS.
    - iii. Emphasis on stability in leadership.
  - d. Question from audience: In recent history, there was immediate action to search for new Deans. Associated concerns about maintaining growth and ongoing efforts. HHS is already a lean College. Encouragement to move forward with search, with the goal of having a new Dean by July 1.
    - i. Response: Unclear whether HHS is actually 'lean.' Focus is on recruiting faculty/grads. Take time to pause and reflect.
  - e. Question from audience: What is the effect of Interim Dean on ongoing search for Heads.
    - i. Response: Expect searches to move forward as planned.
  - f. Question from audience: Procedure for new Dean search. How will faculty be involved?
    - i. Response: Faculty will have a voice in searches, with committee members including a range of junior and senior faculty. Considering involving University Senate. Reaffirmed importance of faculty voice in the process, starting now. Encouraged faculty to reach out to Interim Dean to provide input.
  - g. Question from audience: Why start so late with approval of faculty searches? Makes it more difficult.

- i. Response: Timeline often driven by the timing of individual departures. Does not want to blindly rush into anything. Take time to assess what's working well, what could be working better.
  - h. Question from audience: Recruitment and retention of faculty. Equity cluster. How will these efforts be maintained?
    - i. Response: "Put the wind at the back of everyone we hire, and keep it there." Applies to all hires. Equity task force was initially launched by the Board, and there has since been turnover among Board. Reassessing equity task force. Create sustainable solutions for the long term so that faculty can flourish.

### 3. College Update, Marion Underwood, *Dean of HHS*

- a. Reviewed College enrollment
  - i. Undergrad/grad enrollment numbers
  - ii. Demographic makeup of student body
  - iii. Graduation rate
  - iv. Graduate program ranking
  - v. Emphasis that all decisions are from Enrollment management
  - vi. Applications up, admits down, but growth through CODOs and high yield
  - vii. New administration: focus is on attracting qualified students, rather than enrollment targets
  - viii. Grad level: Provost is convening a task force to examine how TA funds are allocated. This would likely benefit HHS because we have relatively low TA lines compared to other Colleges who generate a similar number of student credit hours.
- b. Administration Update:
  - i. Chenell Loudermill as HHS Dean's Fellow
  - ii. Nimota Nasiru as HHS Facilities Project Manager
  - iii. Acknowledged new faculty. 16 new faculty, which is much smaller than year prior.
- c. Faculty Hiring
  - i. New administration has said that Colleges no longer have targets for total faculty FTE
  - ii. Shift away from 'regular hiring' and toward 'talent-based hiring'
  - iii. Administration seems to consider lecturers as faculty, even though they are classified as staff.
  - iv. Provost set a limit of 4 tenure-track hires, then Dean Underwood negotiated this up to 9 tenure-track hires. This is still far below the 26 that we need.
- d. Development: \$100m raised over the past 5 years
- e. Signature areas:
  - i. Developmental Health and Wellness
    - 1. Return of PALS Summer Camp, organized by HK. Ran for 20 years, then paused during COVID, now has been restarted.
    - 2. Funds for Science of Reading from Lilly Foundation
    - 3. Moving forward with Research Participant Registry.
  - ii. Healthy Lifestyles and Vital Longevity
    - 1. New Nursing and Pharmacy Education building—groundbreaking soon.
    - 2. Involvement in state program on Healthy Aging through Fall Prevention
    - 3. Development of new program to improve the health and quality of life of individuals in the Armed Forces
  - iii. Sustainable and Thriving Communities and Organizations
    - 1. HHS Connex launched new summer program with 17 students
    - 2. New Center for Rural Health being established
    - 3. New program proposed for Culinary Innovation in HTM, pending a large gift from a donor
- f. Goodbye: Affirmed that the work of change in higher education is an act of radical hope (quote from Kevin M. Gannon). Acknowledged naming of Aaron Bowman as Interim Dean of HHS.

- g. Question from audience: How to position our College to do well during this period of ‘assessment’ by University?
  - i. Response: Use metrics of clear College success. Grants funded, dollars raised, enrollment etc. Be high-minded, work with courage. Data clearly show that HHS is successful and does not need a major reorganization.

**4. Questions/updates for Committee Chairs:**

- a. Cammie McBride, Associate Dean of Research: Reminder of HHS Research Day. Announcement of event giving an overview of the Health of the Force Initiative.

**5. Oral Presentation:** HHS Research Registry, presentation by AJ Schwichtenberg.

- a. Overview of purpose of registry
- b. Described process for linking studies and enrolling participants
- c. 104 currently enrolled, goal is 5000 in 5 years
- d. Can be integrated with RedCap

**6. Oral Presentation:** University Senate, presentation by Susan South

- a. Overview of committee structure
- b. Contact info for Chair and Steering Committee
- c. Review current works in progress
- d. Question from audience: Health insurance coverage? What about high-cost individuals?
  - i. Response: No change in deductibles, but premiums will go up. No update on list of high-cost staff members.
- e. Question from audience: ‘get an hour back’ for faculty by changing academic calendar, as recommended by Dean Underwood’s committee.
  - i. Response: Some support across HHS, but other departments outside HHS are against it. Can also be framed as beneficial for mental health, and providing necessary timing for teaching prep.

**7. Oral Presentation:** Nursing Center for Family Health, presentation by Elizabeth Wertz

- a. Overview of clinic and teaching space
- b. Overview of Car Seat Clinic
- c. Overview of wellness physicals, done in collaboration with PUSH
- d. Overview of the Curiosity Clinic for children in grade K-2
- e. Overview of vaccine clinics
- f. Always looking for opportunities to collaborate in events and educational programs across College

**8. Farewell to Dean Underwood** by Aaron Bowman, Interim Dean of HHS

**9. Adjourn**

Submitted Respectfully,

Aaron Specht  
Secretary of Faculty  
College of Health and Human Sciences

Dan Foti  
Chair, Faculty Affairs Committee  
College of Health and Human Sciences