



**Academic Affairs Advisory Committee  
January 11, 2022 Minutes**

Tuesday, January 11, 2022  
8:30am – 10:00am  
Hybrid

Minutes Circulated: July 29, 2022  
Minutes Approved: September 29, 2022

**Present (in person):** Rachel Goldman (Chair), Provost Susan Collins, Christine Gerdes, Aubree Gordon, Rebekah Modrak, Bill Schultz, MaryJo Banasik, Elizabeth Devlin

**Present (virtual):** Tom Braun, Andrew Chang, Frank Pelosi, Mark Rosentraub, Priti Shah, Chitra Subramanian, Sergio Villalobos, John Pasquale,

**Absent:** Bruno Giordani, Caitlin Finlayson (SACUA Liaison)

**Guests:** Patricia Hurn, Dean, School of Nursing; Sonya Jacobs, Chief Organizational Learning Officer, Co-Chairs Culture Change Journey

Chair Goldman called the meeting to order at 8:33am and welcomed the members to the meeting.

Provost Collins introduced the speakers Patricia Hurn, Dean of the School of Nursing and Sonya Jacobs the Chief Organizational Learning Officer for the university. Provost Collins indicated that, as the co-chairs for the committee charged with this work by the president many months ago, they would be giving the committee an update of the work that is currently being done across campus related to addressing crafting and nurturing an environment of respect for people from all backgrounds. This work is to ensure that sexual misconduct and other types of misconduct do not continue going forward.

**Culture Change Journey**

Patricia Hurn, Dean of the School of Nursing; Sonya Jacobs, Chief Organizational Learning Officer, Co-Chairs Culture Change Journey

Jacobs shared a presentation to highlight the progress that has been done so far with the working group whose charge has been values identification, which is the first phase of the Culture Change Journey work.

Presentation: “Culture Journey – Values Development” (PPT available for committee members)

Dean Hurn indicated that they had collected existing value statements that schools/colleges had created over time. They used these statements to determine several top keywords. She shared that the next step in the process after they have some foundational values would be to share this with the community and to gather feedback on where the university does not meet the aspirations around those values and what their observations are.

Dean Hurn indicated that phase two would consist of a series of community efforts which would be information sessions, town halls, surveys, and focus groups. These will be designed to stay in a very specific scope and scale. The conversations will be about what true values are and if there are other cultures and values that are affecting them. Dean Hurn shared that a set of recommendations will be



sent to the president, and the provost and the Board of Regents.

Dean Hurn asked if the committee had any questions regarding Culture Journey.

The committee discussed how values will be reflected in university policies, and how they will be reflected in how the university is operated. Dean Hurn will share what they learn in terms of recommendations, which will be shared widely once it has made it through all levels of faculty and staff.

Jacobs stated that values have been assumed and there has not been clarity or consistency with respect to what the university community expects to see if these were the espoused values. She indicated that there have been no expectations around behaviors or how the university values would influence decisions making in terms of policies and practices. Jacobs stated that until you go through the process of engaging the university community to understand what the most important values are, how they are defined and how they will inform behaviors, there will continue to be inconsistencies across the university.

The committee discussed the issues of administrator evaluations and retaliation. The membership of some of the working groups are deans, directors, etc. and perhaps increasing faculty involvement should be considered. The committee also indicated that RISE has several workshops offered to leaders around instability and trying to solve the issue. They suggested incorporating RISE as part of this process.

Jacobs indicated that the focus/working groups will have skilled facilitators to help facilitate the focus groups to provide a safe environment for those sharing their thoughts and feedback.

Dean Hurn and Jacobs invited the committee to submit any further questions or feedback to them directly. They thanked the committee for their time and feedback and left the meeting.

### **Long-Term Planning: UG Enrollment Caps**

Chair Goldman asked for clarification as to why the College of Engineering is expanding in faculty while College of Literature Sciences and Arts is shrinking. Chair Goldman understands that this is tied to undergraduate admissions, which is determined by the provost's office.

Provost Collins asked the committee if they had other questions concerning the topic raised.

The committee brought forward the question of LSA subsidizing smaller non lucrative departments and why the entire university isn't doing so. They also discussed how a tax rate of a particular school has had a negative impact on foundation money coming into those schools.

Provost Collins indicated that it might help to have a discussion so that the committee members have a clearer sense of when things are central budgeting decisions and what are unit level budgeting decisions. She indicated that issues raised by the committee are unit level budgeting decisions.

Provost Collins thanked the committee for their thoughtful comments and concerns.

**9:29am – Provost Collins and Christine Gerdes left the meeting.**

### **Committee discussion on future topics/matters arising**

The committee discussed future meeting planning and agenda generation by the committee members



to submit to the provost's office. They discussed clarification of the role of the committee and identify dedicated issues for discussion and having a more conversational format.

The meeting was adjourned at 10:00am.

Respectfully submitted by,  
Elizabeth Devlin  
Faculty Governance Coordinator