

Faculty Assembly Meeting Minutes  
1-5-18  
Approx. 35-40 in attendance

10:07am

Dr. Sanchez-Anguiano

Opened meeting and asked if the faculty wanted Dr. Petersen to come into the meeting for discussion?

Dr. Zgibor

Would like to hear questions/concerns of faculty before Dr. Petersen joins the meeting and then decide – that was agreed upon by group  
After reading the documents was struck with lack of details in admin structure, thought there would be more details.

Who is the go-to without dept. chairs?

Concerned about mentoring for Jr. faculty & new faculty

Dr. Orourke

What would the faculty would like it to be structurally?

Dr. Sanchez-Anguiano

What it was like in the beginning before the depts. were formed?

Dr. Wolfson

Gave a brief history of the formation of the college and explained that in 1984 our COPH was the only PH college to be created by legislators. Importance was to train PH workforce and improve PH for communities. For the first year there were no depts. The departments were to help with political & PR issues, to attract more faculty. At the time chairmanship had more of a value. Then the roll of the chair became more political.

Dr. Coulter

Only 1 year without depts. As the college got larger it lost flexibility

Dr. Mason

Is the mandate still to produce PH workforce?

Dr. Wolfson

Yes

Dr. Orban

Referencing collective bargaining agreement – is it feasible for one person, Dean of faculty?

We need to organize ourselves with a structural support system

Collaboration

Interest areas we have in common to work together

Dr. Zgibor

Intangibles from mentorship and guidance from chair – we have a voice thru the chair to take concerns to the Dean. How will 70 faculty do that?  
Transdisciplinary model.

Dr. Marhefka-Day

Does that person need to be a “chair”? Do we have an example of a model?

Dr. Orourke

Without depts. (at previous univ. she worked) offices were more aligned with faculty interests rather than just by dept. Assignments were done by modules. Admin had conveners (policy person) of dept. and conveners of modules.

Dr. Corvin

Example of current model?

Dr. Wolfson

Structures of law school - every faculty member is expected to teach basic levels of law students – Essential Elements of PH  
Not integrated enough to know what each of us do.

Dr. Chen

Collaboration is very difficult. Difference between who teaches MPH, UG and PHD programs.

Dr. Sappenfield

Dr. Petersen is proposing a structure that she thinks would work best. She's looking for us to operationalize our functions. What are our concerns?

Dr. Marshall

Don't feel depts. are helpful – feels there are barriers for practicality  
Self-organizing out of self-interest area.  
Separate operation & business issues from academic interests

Dr. Drabiak

Would want consistency to who is assigned to do the tasks. Can be a consistent for assignments & evaluations.

Dr. Nash

Mentorship is very important, so Jr. faculty have Sr. faculty to go to

Dr. Martinez-Tyson

Tenure – who will evaluate, research, teaching assignments. Chair has your back, how will that structure work?

Dr. Sanchez-Anguiano  
Issue of research & teaching

Dr. Marhefka-Day  
Could a mentor do that role?

Dr. Wolfson  
Mentorship – value of each dept. has very different standards – some are strict and clear and some are ambiguous.  
70% of students are master students – 70% of money goes to support. Only 30% for PHD

Dr. Daley  
Organize in terms of interest – fix website. When looking at other colleges of PH – for example UNC’s website is excellent. Very intuitive – shows off areas.  
Survey more broad areas of similarity – overlapping broad areas.  
Two outstanding are function – travel, assignment, general office staff (centralize)  
Who speaks for early faculty and helps to move them forward? How do we take care of ourselves? Mentoring is very important. I am really happy to be part of that discussion.

Dr. Coulter  
Critical issue – evaluation of research and service. Adequately reflected info for Jr. faculty. An advantage of APT is they don’t know the individual.

Dr. Mason  
Document was inadequate, insulting and like a checklist.  
He tried to encourage Dr. Petersen not to send out the document before the break.  
The survey is anonymous.  
If we believe the associate deans are inadequate to serve as facilitators it is our responsibility to be proactive.  
Are we of the opinion that the materials provided are insufficient and require clarification?

Dr. Marhefka-Day  
We definitely need some clarification but do we want to be passive or active and make suggestions as to how we want to move forward?

Dr. Stuart  
This is our opportunity to give our input as to how it should be done. Supports giving suggestions rather than just reporting we don’t like it. What is the structure - come up with ideas and resources?

Dr. Bernard  
Who is going to “organize us” we need workgroups for 1. Clusters, 2. Eye on faculty resource advocacy.

Dr. Corvin

Advocating for Jr. faculty is important

Dr. Zgibor

Using current committees – education, research

We need resources allocated to these discussions – this will take a lot of time.

Dr. Potthoff

Just because you have a dept. chair doesn't necessarily mean you have someone looking out for you. Does not think we have the best mentoring and APT structure. Views this as our opportunity to create governance. Would have the committees at the top, leaders of committees become very important and work with APT to create what functionality looks like for "Best in Class"

Committees

Associate Deans

Dean

How do we get the best out of those committees? Mentoring, assignments.

Dr. Roberts

Faculty doesn't have a voice. Does Jr. faculty have a voice on committees?

Dr. Orban

Faculty assembly by-laws – what would the language be without depts.?

Dr. Sanchez-Anguiano

Everyone needs to be represented. Do we need more committees? Everyone needs to be active.

Dr. Stuart

Everyone can put their issues on the anonymous survey on the website. Everyone needs to be involved. Then from the survey we can decide what committee works on specific issues. Volunteered to lead an additional committee.

Dr. Mlynarek

What are the insufficiencies we are trying to eliminate? What are the purposes? Is there a visionary model out there from another institution we could model?

Dr. Sappenfield

Make a motion as to take an active or passive action?

Dr. Zgibor

Is the timeline in the document concrete?

Dr. Daley

Arrange by committees – APT committee needs the most discussion.

Dr. Bernard

Not convinced that committees are who should decide

Dr. Mason

Do committee leaders agree to remain as leaders? All leaders agreed. Meeting on the 10<sup>th</sup> then bring issues to Dr. Sanchez-Anguiano.

Dr. Coulter

It would be helpful to have documents from the workgroup committees.

Dr. Sappenfield

Encourage Dr. Sanchez-Anguiano to send out a request for faculty to complete the online survey by the 8<sup>th</sup> so there will be something to present at the leaders meeting on the 10<sup>th</sup> then committee leaders can meet the week of the 15<sup>th</sup> to assemble recommendations to be given on the 22<sup>nd</sup>. Deliverables to be discussed on the 22<sup>nd</sup>.

Alison Oberne

Where does the unique group of UG instructors group fit in since we are not in a dept.?

Dr. Daley

Teaching is very important – UG needs to participate.

Dr. Perrin

She sees the UG team as a mini structure of where the college is trying to get to. Centralized as a budget. Recommends UG team to get involved in committees.

Dr. Pothoff

Would like links to by-laws etc. sent out for easy access. Dr. Sanchez-Anguiano agreed to email the links.

Dr. Martinez-Tyson

Recommended bringing some visuals to the meeting on the 22<sup>nd</sup> in regards to structure.

Dr. ?

Is there product from the forum meetings with Dr. Petersen?

Dr. Sappenfield

Committee leaders should meet with Dr. Petersen

Dr. Mylnarek

Doesn't think it should just be the individuals – make info available to all.

Follow up items:

- Send links to by laws and minutes to faculty
- Ask Dr. Petersen for adhoc recommendations
- Ask Dr. Petersen to meet with Faculty Assembly on 22nd