

Tuesday, October 3, 2017

CAFNR Policy Committee Meeting Minutes

Attending

Christopher Daubert, VC and Dean

Laura McCann, Committee Chair

Zhanyuan Zhang

Jon Simonsen

Sharon Wood-Turley

Ake Koo

Toshi Ezashi

Debbie Finke

Dae-Young Kim

Dave Larsen

Teng Lim

Teresa Davis, Staff Support

Discussion

Laura McCann welcomed Dean Daubert to his first CAFNR Policy Committee meeting and thanked him for coming. She invited him to make remarks.

The dean thanked Dr. McCann and the committee for their leadership and efforts on behalf of the college.

He will have visited all of the CAFNR research centers as of Saturday, October 7. He is visiting with faculty in all of the college's divisions, and plans to engage with staff very soon. A faculty and staff meeting is planned for the NovemberFest event on Friday, November 17. More information will be sent to the college regarding this event.

Separate faculty and staff meetings will begin in Spring 2018. There will be one staff meeting per semester, and one faculty meeting per semester, with four all-college meetings (faculty/staff/students) per semester, one each month beginning in 2018.

The dean intends to be involved with meetings of this committee, as well as for other college committee meetings. He is working on charges for college committees that reflect the college's strategic plan and vision. McCann noted that the CAFNR Policy Committee is the college's equivalent of Faculty Council.

The dean has created an adhoc committee, the Budget Policy Guidelines Committee, with the charge to create a "rule book" for how we manage resources and fill positions in the college. He believes in

the importance of transparent budgeting, and would appreciate the Policy Committee's input on this.

Intellectual property policies are another challenge the dean is addressing, especially for extension faculty in the college. The university does not have a patent policy that encompasses all of our faculty. He will be working with the Office of General Counsel, the Campus Conflict of Interest Committee, as well as the Tech Transfer office to address these issues. He would like the Policy Committee to vet any changes recommended during these discussions.

The dean encouraged the committee to be involved in decisions and to not let the fact that there is a committee or set of instructions keep them from being engaged for continued improvement of policies, rules and regulations. He will be initiating a college-wide discussion regarding a strategic plan and will encourage all to think bold regarding the college's structure... why are we organized the way we are? Can we be better if reorganized? It was suggested that some faculty and staff in the college have been here for a long time and could provide insight as to why we were organized as we are (e.g. regarding how Plant Sciences successfully merged from several departments). The college has changed; e.g., Hospitality Management enrollment has doubled in 10 years. The dean would like to consider the possibility of a different and better structure for the college.

The dean mentioned that the college is administratively thin compared to our peers. He will be addressing that in the coming year.

He mentioned that the campus is currently undergoing two important reviews:

1. Academic Program Review
2. Budget Model Review

The outcome of these reviews will likely influence how we structure ourselves.

The dean intends to begin the college planning process January 1, 2018 and will seek engagement of all constituents, internal and external. It will not be his plan... but one for the college. The dean's job is to execute and implement that plan, and faculty and staff are to hold him accountable.

First step will identify a firm to facilitate the planning process. Twelve firms are already on state contract and will not require an RFP... though one is being drafted. We will narrow the pool to 6 firms, and then interview to determine the firm best aligned with our RFP. Once the firm is identified, then the coordination of meeting logistics begins - lots of meetings across MO. The firm will provide outcomes and data from those interactions, and a website will be developed to communicate the process. A comprehensive list of stakeholders will be encouraged to participate. Our number one stakeholder, of course, is our students. Meetings will be held with students, staff, faculty, campus leadership, residents of the community, legislators, commodity groups, Farm Bureau, Department of Natural Resources.

A Guiding Coalition is coming together led by the dean, Kristen Smarr, James Hundle and Teresa Davis. The Division Directors have been asked to suggest members for the coalition.

The goal of our process will be to identify what makes us different. The dean does not want a plan that mirrors so many... but a plan that identifies our strengths and is specific to those strengths. He does not intend to generate a 100-page document, but something manageable and digestible.

A concern was raised that we be sure to consider rural development in ways that are not necessarily related to agriculture. Develop rural communities in ways that will encourage younger generations to come back to and stay in their hometowns.

The dean suggested that the college will need to coordinate efforts... if we do that, we can go far. He encouraged the committee to think about choice vs. chance, to think boldly about what the college can become. He stated that he will make mistakes, but asked for the opportunity to recover. Parallel to the strategic planning process, there will be a process of vision/mission development.

A member of the committee mentioned that SNR went thru 3-4 years of reorganization, and it was a divisive process. They are finally coalescing under the new structure and would be concerned if the dean is planning imminent change. The dean assured him that he does not see a need to stifle that change... these kinds of changes should indeed be left at the local level. He suggested that the changes made in plant sciences years ago served as a model to colleges across the country. Breaking disciplinary silos is hard, but the rewards are great... and are the path for success for land grant institutions in the 21st century.

The dean was asked to share some idea of his plan and what would happen. He indicated that it is too early... data has not yet been collected, input is needed, and the process at the campus level needs to play out. He emphasized that a plan will not work if top down... prefers faculty buy-in and support.

The dean indicated that change is difficult and can take a long time. It is important to give a voice to every group or we will stumble. All have a stake in how we move forward. The dean was asked how he plans to implement the restructuring. He indicated he does not know at this point.

A change to the bylaws is being discussed at this meeting regarding the composition of the Policy Committee which will be sent to faculty when finalized. Should the committee wait until after the strategic planning process before considering other changes to the bylaws in case there are major changes? The strategic planning process will take more than a year and it may be appropriate to revisit the bylaws then. The dean has promised the provost a plan by December 31, 2018.

The dean was asked to talk about our AAU standing. He indicated that this will continue to be important. He suggested that the School of Medicine should be the leader on campus in generating research dollars and expenditures (rather than CAFNR), and that if they can do so, it will strengthen our standing in the AAU. He suggested that CAFNR can do more to collaborate with the School of Medicine.

Committee Chair McCann thanked him again for coming, commended the dean for his desire to be transparent and offered committee input as it would be helpful to the dean as representative of the faculty in the college.

The dean left the meeting.

Dr. McCann began a discussion regarding the faculty meeting planned for November 17. Anything requiring a vote of the faculty needs to be put forward by the committee to the faculty of the college three weeks in advance of the meeting.

1. Promotion and Tenure/NTT issue – the provost changed the timeline for NTT dossier submissions to March 30. CAFNR NTT guidelines need to be changed to reflect this new

deadline. Dossiers should be in the dean's office by November 15 to meet the new deadline. The table in the current guidelines needs to be updated or removed from the guideline altogether and maintained separately (not part of the guideline). Discussion ensued and it was decided that the CAFNR P&T committee, including the NTT committee, should provide input and we should then make changes to accommodate the Provost's timeline and that this would not require a full vote of faculty once both committees agree.

2. Bylaw Change (handout), Article VI.B.4, regarding CAFNR Committee on Faculty Responsibility. Members are appointed only as needed. The question was asked if membership on the Faculty Policy Committee and the Committee on Faculty Responsibility are mutually exclusive... can membership overlap? It was decided to leave the language as it is. Vote was called... the language was approved.
3. Bylaw Change (handout), Article IV and VI changes regarding the officers, responsibilities, organization and operation of the CAFNR Policy Committee. Concern was expressed that certain types of faculty in a division, e.g. NTT and Extension faculty, are not ensured representation. Discussion ensued about how to address this issue. Slight changes were suggested and approved.

[Teresa Davis (taking minutes) left the meeting for the committee's closed session.]

Respectfully submitted,

Teresa Davis
Senior Executive Assistant to the Dean
College of Agriculture, Food and Natural Resources