

## **DASNR Faculty Council Meeting Minutes**

### **April 6, 2007**

**Members Present:** Dan Tilley, Lou Anella, Renee Daugherty, Gerald Horn, Haobo Jiang, Mike Kizer, William McGlynn, Derrell Peel, Chris Richard, Larry Talent, Yanqi Wu

**Members Absent:** Kevin Allen, John Caddel, Jim Criswell, Ramamurthy Mahalingham, Penny Pennington

**Ex-Officio Members Present:** Bob Whitson, Vice President, Dean and Director, DASNR

**Call to Order:** Chair Dan Tilley called the meeting to order at 3:35 PM.

**By-Laws:** Mike Kizer brought up the issue of who was an eligible voter with regard to amendment of the Council by-laws. The definition given in the by-laws is permanent, tenure-track faculty. A list of tenured/tenure-track faculty will be provided by the Dean's office and should be verified by the Council members to determine eligible voters from each department.

#### **Questions for Vice President/Dean Whitson:**

**Question 1: Who represented DASNR interests during the campus master planning process, and what will the final effect of the plan be for the Division?**

Monty Karns represented DASNR during the meetings. John Ritter from Horticulture & Landscape Architecture, the Division department heads and Associates also had input, but the VP, Dean and Director had final responsibility for representing the Division's position. Ag Hall is not going to be removed unless a replacement structure is in place. The "Ag. Quad" concept comes from VP Weaver's group and the idea of a centralized location where the majority of our resources are located is a good one. Some newer buildings, such as FAPC and Animal Science will be part of the plan, while older ones, such as the 4-H building will be removed. We have to remember that the plan is just a guideline for development and will probably be adjusted on a continual basis. The aim of the plan is to provide us with space for organized growth.

**Question 2: What are the current and future plans to ensure realistic evaluation of faculty by department heads?**

Recently a change was proposed to have all faculty formally evaluated every year. That plan was approved at all levels of administration and went to the President for approval, but was never signed. Since the change is not yet in place, evaluations were done this year under the existing process. How to ensure that merit is the basis for raises and promotion? DASNR has implemented processes to get better input on how administrators perform. At the Division level we will emphasize merit based on disciplinary successes and priority directions of each unit. A good appraisal should not only be a review of the last year, but should also look forward at the plans for the coming year. The Division administration does all it can to ensure fairness in the appraisal process, but basically we begin from the point of view that the department heads are fair and are doing their jobs properly.

An additional question was raised about a training process since there will be so many new department heads in the Division. Dr. Whitson said that it was his responsibility to provide guidance to new department heads on the appraisal process and other administrative issues.

**Question 3: How can we retain quality Extension field staff if residence in the county where they are employed is a requirement?**

Sometimes residency does make it difficult to hire and retain quality Extension staff. We have implemented the Career Ladder promotion system to reward and retain quality field staff. We have implemented a mentoring program for new employees to help them get started right. We encourage continuing education and certification. We try to do lots of things to foster the development of quality field staff. It is important for Cooperative Extension field staff to be part of the community that they serve—that is the strength of Extension. But we need to be flexible in special cases. We need to make sure the County Commissioners are receptive to residency outside the county if justified. Certainly Extension administration is open to consider necessary adjustment to the rules at any time to make the system work better.

**Question 4: Can you give us an update on things in the Legislature that may affect the Division?**

You all know that our promised \$2.9 million in additional funding was in the budget the Governor vetoed. We still have strong support from both the Legislature and the Governor, but we got caught in the political cross-fire. We are confident that the funding will be in the eventual budget. However, we have learned that the legislature can't dictate to the State Regents regarding how the appropriated funds are allocated. They can indicate their intent, but it is not binding. But we are still optimistic about our funding situation for the coming year.

**Question 5: Can you give us any information on the OSU Presidential search?**

Names of 12 or 13 division faculty were submitted to the Deans' Council for the 3 at-large faculty positions on the search committee. Of course the fourth faculty position on the committee was taken by the Vice-chair of the University Faculty Council. Two names from DASNR (Glenn Krehbil and Jeff Edwards) were among the 12 names the Deans' Council eventually sent forward for consideration. The committee will sit from May through the end of the search. Their first job will be to write the position description.

**Question 6: Health insurance is extremely expensive. What is the university doing about it?**

More affordable health insurance is a high priority for the OSU Administration. The pool of people insured in the state system is relatively small. The cost of our insurance hurts us in recruiting and hiring faculty. There is a task force in place that is reviewing health insurance options and we will just have to hope that they come up with some affordable, quality insurance options for us.

**Question 7: Can you give us an update on the Memorandum of Understanding between DASNR and Human Environmental Sciences Extension?**

DASNR Administration has proposed some changes to the existing agreement and sent that document to Dr. Knaub. We have not received a reply yet. Dr. Knaub has announced her retirement and the search process for a new Dean has already begun. We don't yet know if a response will be forthcoming before her retirement.

**Question 8: Extension Educators are expected to teach, but increasingly in recent years new employees have usually had no teaching training or background. Can we enter into an agreement with the Center for Effective Instruction to help mentor new Educators? The Center is under Dr. Strathe's office and in the past Cooperative Extension has been told they could not use the Center's services because they were not part of that funding stream.**

DASNR Administration is not aware of what restrictions are placed on the use of the Center for Effective Instruction. We need to get some details on requirements for use of the Center's services and Dr. Whitson will look into what arrangement might be made. Renee Daugherty will email a description of possible benefits and current information to him.

### **Meeting Schedule**

This is the last meeting for this academic year. The next meeting will be in September; location and time TBA.

### **Adjournment**

The meeting was adjourned at 4:35 PM.

Respectfully Submitted,  
Michael Kizer, DASNRFC Secretary