

SPGIA FACULTY MEETING MINUTES
Friday, April 24, 2015
Founders Hall Auditorium

Dean Rozell introduced Provost Wu to open the meeting. Provost Wu provided an update on:

- SPGIA dean search: He is looking forward to receiving the report of the search committee, which he plans to take “very seriously.” He expressed concern about the lack of diversity among the finalists for the position, but also understanding of the reasons for that lack.
- Restructuring of the provost’s office: he is creating cross-functional teams and expects that the new structure will provide better service and save money

Provost Wu then initiated a discussion about SPGIA. He noted that the marketplace in which the School competes is changing, and the School’s future depends on its ability to respond to these changes. He also stated that mergers are difficult and require mutual understanding and civility to succeed. The faculty needs to continue to work toward a broader consensus than that expressed by the most recent vote on the proposed bylaws. He noted that he had discussed these issues recently with two groups of SPGIA faculty members as well as with the dean candidates.

Specifically, Provost Wu raised these issues in SPGIA’s governance structure:

- Administrative structure: there should be two layers of governance at most, not three. The proposed bylaws address this issue.
- Multidisciplinary collaboration: the flexibility of the School in this respect is key to recruiting faculty and winning sponsored research. The key issues in the bylaws here are the curriculum committee and the role of the program faculty structure in promotion and tenure.

He asked that the discussion focus on governance and not implementation; that is, the focus should be on the bylaws, rather than the program faculty structure.

The faculty then engaged in a dialogue with the provost. On the curriculum committee, there was agreement that the number of at-large members should be increased relative to program faculty representatives, so that the School is more nimble and open to change. On the administrative structure, faculty members stressed the importance of program directors to recruiting and responding to the market; at the same time, the discussion recognized the importance of creating incentives for program directors and holding them accountable for results. The programs are not envisioned as a formal level of governance, but rather as mechanisms for outreach and management, working closely with the staff.

With respect to promotion and tenure, the provost stressed the importance of creating a process that would permit fair consideration of candidates with multidisciplinary interests. He suggested that SPGIA review best practices elsewhere in this regard. The discussion considered whether the program faculties voted on by the faculty earlier in the spring would meet the challenge of multidisciplinaryity. It also explored whether the Faculty Handbook allows for the kind of

flexibility that is being called for. The provost stressed the importance of taking an evolutionary approach; whatever structure is adopted, it needs to allow the School to evolve over time.

The meeting with the provost concluded with a discussion of next steps. The provost asked that the bylaws be revised as discussed at this meeting and voted on by the faculty, preferably before the summer. The program faculty structure should be discussed further by the faculty in the fall. The provost indicated that the transitional program faculty structure could continue until a more permanent structure is created.

After the provost's departure, Dean Rozell offered some concluding remarks and thanked everyone for their hard work and willingness to engage in the difficult work of creating a new organization in the past year.