

Deans Council Minutes
May 16, 2005

Members present: Peter Rabideau, chairman; Gregg Boring, Frances Coleman, Sara Freedman, Jerry Gilbert, Keith Belli (for Bob Karr), Sue Minchew, Nick Nichols, Phil Oldham, Kirk Schulz, Vance Watson, Jim West, and Peter Wood. Also present were: Mark Binkley, Butch Stokes, and Gary Pike.

1. **Update on searches:**

- Richard Blackbourn has accepted the position of Dean of the College of Education and will begin on July 1. Dr. Rabideau thanked Jim West for chairing the search committee.
- We have a candidate for Dean of the College of Forest Resources returning to campus next week for a second visit.
- We have 48 nominations for the Dean of the College of Veterinary Medicine. Twelve of the 48 have submitted applications.

2. **Academic Operating Policy 10.05 - Nepotism:** This policy was reviewed earlier and returned to Associate Deans Council for additional information. There was a motion and second to approve as revised. The policy was approved with no opposition.

3. **Sabbatical Leave requests:** Dr. Rabideau met with the A&S Heads together with some representatives of the A&S Senate to discuss sabbatical leave applications and the challenges associated with proposed leaves that exclusively involved on-campus activities.

4. **Intersession update:** Faculty Senate did not vote in favor of the document that came from Deans Council. Mr. Guest, President Lee, and Dr. Rabideau have had discussions with officials at Ole Miss concerning their handling of intersession. If we have a person whose particular job lends itself to teaching, we might look at their job description and include teaching duties and compensation for those duties. If that person should leave the position, we could then make adjustments as necessary.

5. **Diversity faculty hires:** In order for the Office of the Provost to assist with hiring of minority faculty, we will begin a new program to provide 100% of a salary in year one, 75% in year two, 50% in year three, and 0% in year four. This will allow us to grow our faculty and allow us to broaden our numbers rather than deal with a fixed pool as we have now. This is effective July 1, and is not retroactive. Contact our office to request this special funding.

6. **Affirmative Action Plans:** A couple of colleges have reported that the faculty numbers they received from Human Resources are incorrect. Please report back to Human Resources if that is an issue for you. That would affect our division report as well.