

Started: Noon
Ended: 1:47pm

In Attendance: Vaillancourt, McCulley, Jacobsen, Strang, Ringe, Brown, Dwyer, Walters, Barrett, L. Collins

Also Present: Michael Goodin

Topics Discussed:

1) Update from Michael Goodin, Dean Search Committee member, about the new Dean Search.

Michael stressed that they are casting as wide of a net as possible and encouraging everyone to circulate the advertisement and recruit strong applicants. The feeling on the committee is that this person needs to have a strong research background, with demonstrated leadership abilities, and a comprehensive understanding of the education and extension components of a land grant institution and college such as ours. Applications are due April 19th, 2012, and they hope to have someone hired by the end of June. There has been no official input from the President yet. They will conduct off campus interviews, submit a short list, and then on campus interviews will be held. There is no official plan for the on campus interviews, although the committee would like for there to be some type of presentation and town hall meetings to involve staff, faculty, and other important stakeholders; however, time will be limited. Mike B. suggested that AFC draft a letter addressed to the Dean Search Committee offering to coordinate/host on campus town hall meetings to facilitate inclusion of staff and faculty in the process. Specifically, we discussed introducing candidates to the AFC and staff councils. There was discussion of setting up a commons website where people could give feedback anonymously.

AFC members voted on Mike B. drafting and submitting such a letter to the search committee: 8 votes in favor, 0 against.

2) Report on recent College ROP update.

Lisa C. reported that the college voted for accepting the revised ROP. The vote ended Feb. 18th, 2012. There were 270 eligible voters, of which 50 voted (19%) – all were unanimous for accepting ROP changes. It was signed by the Dean and Provost and has been sent to Sheila Brothers for posting on the senate website. However, it has not yet been posted to the website and will not be official until that is accomplished. Lisa C. is following up on this.

3) Update on College P&T workshop.

Rebecca M. coordinated the workshop, which was held from 9-11am on Feb. 14th, 2012. Approximately 30 people signed in (17 Assistant professors – 8 attended the event last year; 4 Associate professors – 1 attended last year; and 3 lecturers). These numbers are slightly lower than in 2011 but on par. The structure was similar to the preceding years (Deans followed by a discussion panel of various P&T groups on campus, including GT Lineberry for the first time). Lisa C's office performed a follow up survey and received 5 responses. Those are included below.

The 2013 P & T workshop was:	
Excellent	✓✓✓✓
Somewhat helpful	✓
Not helpful	

Suggestions for future workshops:	1. Specifically emphasize things that pertain to successfully building your program, focused toward new faculty
	2. Almost need to separate promotion and tenure for assistant profs from promotion for assoc profs
	3. Have a "helpful hints" handout from each of the associate deans similar to the one from the Research Office.
	4. Fewer speakers. Eventually, they were all saying the same thing.
	5. Add examples of teaching and research portfolios, CVs that are considered thorough and acceptably formatted

What would you change about the workshop?	1. Get new faculty more involved
	2. Go over the criteria of evidence – not specifically, but in general what those mean to the candidate
	3. Add some slides with dossier formatting do's and don'ts

There was discussion among the AFC members about whether the structure of the meeting should be tweaked, whether the Deans talk too much, is it possible to facilitate more discussion, etc. Lisa C's office has begun following up with individual Dept Heads, offering to meet with individual candidates going up that year, reviewing their material, answering questions, etc. The AFC largely agreed that this seemed like a good way to address individual concerns and engage the faculty in the process. Lisa C is working on whether examples of successful CV's can be made available to people. It was suggested that past chairs of the College P&T committee be asked to be available as advisors to concerned faculty. The group thought this

was a good idea. It was suggested that we see how much the webinar is accessed. We could also consider having blank note cards and pencils for the crowd to submit questions to the panel, as at the Fall Dean meeting. By and large, the AFC thought that this program is working and that there is no need to change much at this point.

4) Discussion of recent changes in policy for graduate student and postdoc housing on-campus.

Are the Deans aware that all non-students appear to be getting kicked out of the on-campus housing? Yes, they know. The Dept Heads know and are upset. There is widespread concern that not being able to provide short-term on-campus housing for international scholars, postdocs, etc, will hurt our chances of recruiting such people. There were questions raised about the vision of the University for similar future housing needs. No one knows whether this is included in the current vision. We discussed writing a letter to Auxillary Services to protest the current situation and ask for clarification about the future options and plans. The Chair of Chairs – Obryicki – is writing such a letter, and we queried whether we should add our names to his letter or write our own. It was suggested that maybe the University could enter into a deal with a local extended stay hotel to accommodate these needs in the meanwhile. The Chair letter was sent and is included below.

From: Department Chairs and Unit Directors [<mailto:COA-CHAIRSDIR-L@LSV.UKY.EDU>] **On Behalf Of** Obryicki, John
Sent: Wednesday, March 27, 2013 4:05 PM
To: COA-CHAIRSDIR-L@LSV.UKY.EDU
Subject: Housing for International Scholars in the College of Agriculture

Date: March 27, 2013
To: Timothy Tracy, Interim Provost
Re: Housing for International Scholars
From: Department Chairs and Unit Directors; College of Agriculture

The Department Chairs and Unit Directors in the College Agriculture wish to make you aware of the problems caused for our international visitors and our programs by the university plans that require our international scholars to find alternative housing by June 7, 2013. These plans were outlined in your memo of February 18, 2013. Our international scholars are an especially vulnerable group because they (1) typically need housing within walking distance of their offices and labs, (2) are unfamiliar with how to rent housing in the U.S., (3) are not on the academic calendar used by landlords near UK, and (4) no longer have access to staff who can help shepherd them through the process.

The most severe and immediate problem is there are many students and visiting scholars who are expected to finish and leave during the summer and fall of 2013. The options for off-campus housing available for these individuals are not ideal. What are these students and visiting scholars to do? For most, the much more

expensive short-term housing is not an economical option. Our expectation is that visiting scholars will cut short their stays, and that some students will fail to complete their degrees. The effects on the research programs will be a significant reduction in productivity and competitiveness. Furthermore, the graduate programs at the University of Kentucky will look less successful and less competitive. For many researchers, it takes years to develop successful and productive international collaborations. This current housing plan will have a major negative effect on the international research programs within the College of Agriculture and may threaten the future of such collaborations. This housing plan will likely cause a reduction of extramural grant funding coming to UK for international programs.

For our international graduate students, this housing problem is exacerbated by the academic year schedule. If a student plans to complete a graduate degree, but hasn't already made arrangements to write and defend their dissertation THIS TERM, then the next opportunity for most is early in the fall term. These students will be required to find alternative housing for the fall, during a time that their focus should be on successfully completing their graduate degrees.

Most visiting scholars are supported on awards from their home countries, and conduct research in UK laboratories that benefit those laboratories by generating data for papers and grant proposals. If a visiting scholar must vacate campus housing 2-3 months before the end of their appointments, there seems to be little incentive for them to finish out those appointments. Each individual that returns home early represents lost productivity for the UK host laboratory and a lost opportunity for continued positive collaboration with UK.

Post-doctoral researchers and graduate students with one or more years remaining in their programs at UK face the option that they find and lease off-campus housing and invest in furniture. However, we expect that the housing market will become more expensive for these individuals, given the 4-month deadline for them to relocate.

We request a meeting to discuss the current plan and the long-term UK plans for housing for international scholars.

We wish to discuss (1) the options that are being provided to individuals being affected by these housing policies, (2) options for handling situations in which individuals become "career post-docs", which does cause problems for providing housing for international scholars, (3) improved communication with faculty and individuals affected by these policies, (4) long-term plans at UK to provide housing for international scholars, including housing for short-term visiting professors and their families, and (5) the long-term vision of the importance of international collaborations for undergraduate and graduate education and research/extension programs at UK.

Sent on behalf of the Department Chairs and Unit Directors by John Obrycki, Chair,
Department of Entomology

CC

M. Scott Smith, Dean, College of Agriculture

M. Reed, Director, International Programs, College of Agriculture

J. Blackwell, Dean, Graduate School

5) New business.

SACS accreditation is happening April 9 and 10, with on campus visit. If we are asked to help with coordinating/hosting the Dean Search forums, we will need to get started soon. We should probably stay apprised of the housing discussion and see if there is some way we can contribute to this issue in the future.