Did you complete the A&S faculty survey? Want to enter the $500 research award drawing?

Bring your timestamp to Stephanie!
Spring Faculty Meeting
Thursday, March 29, 2017
3:30 p.m.
208 Gordon Palmer Hall
Agenda

1. Welcome
   Dean Robert Olin

2. State of the College Report
   Dean Robert Olin

3. New Business

4. Adjournment
   Dean Robert Olin

Reception immediately following
Information Item

• Master of Fine Arts in Theatre “areas of study” to become “concentrations” (recommended by National Association of Schools of Theatre)
  • Acting
  • Arts Management
  • Costume Design and Production
  • Design and Technical Production
  • Directing
  • Stage Management
Information Item

Graduate Council, 2018-2019

• Lisa Davis, Geography (newly elected)
• Carmen Mayer, Modern Languages and Classics (newly elected)
• Jenny Shaw, History (newly elected)

• They join
  • John Blitz, Anthropology
  • Lucy Curzon, Art and Art History
  • Jeffrey Lozier, Biological Sciences
  • Albert Pionke, English
  • Daniel Riches, History
  • Dawn Williams, Physics and Astronomy
Information Item

Faculty Senate, 2018-2019

Returning senators (terms expiring 2019)
Silas Blackstock, CH
Elliot Blair, ANT
Steve Bunker, HY
Julia Cartwright, GSC
Gwenetta Curry, GRS
Amy Dayton, EN
Andrea Glenn, PY
Andrew Raffo Dewar, NEW
Annie Levy, THD
Osiris Molina, MUS
Steven Ramey, REL
Laura Reed, BSC
Lesley Reid, CCJ
Kelly Shannon, MLC
Joe Weber, GY

New senators (terms expiring 2020)
Michael Altman, REL
Sheila Black, PY
Seth Bordner, PHL
Ibrahim Cemen, GSC
Jenni Cox, PY
Rona Donahue, GSC
Adam Hauser, PHAY
Paige McCormick, EN
Donna Meester, THD
Kabe Moen, MA
Preethi Nair, PHAY
Regina Range, MLC
Ignacio Rodeño, MLC
Rainer Schad, PHAY
Rachel Stephens, ART
John Vincent, CH

Ombudsperson: Seth Appiah-Opoku, GY
Recognition
Congratulations, Jennifer Baggett!
This Is How College Is Meant to Be Award

“Jennifer is a speech and language pathologist who provides evaluation and therapy for clients at the UA Autism Spectrum Disorders Clinic. She works with all ages of kids, including little tots and teenagers. She is always looking for ways to improve what she can do for her clients, including looking for new, innovative, and entertaining ways to work with kids. She has come to meetings with little chalk handprints on her clothes indicating both some of her techniques and how closely she works with her kids.

Earlier this year, the clinic director took another job, leaving a huge gap in our autism programs. A terrific team of folks has been working to keep these programs, but Jennifer in particular has stepped up and stepped out of her SLP role. She has pitched in keeping track of budget, providing a key step in the billing process and helping with the zillion tasks involved in keeping the clinic up and running. Her efforts, and the efforts of all our autism folks, represent the best of the College and its work in our community and state. In a different way, her efforts and the efforts of everyone involved in our autism programs embody the phrase ‘this is how college is meant to be.’”

—Lisa Dorr, Associate Dean
Congratulations, Jennifer Baggett!
This Is How College Is Meant to Be Award

“Jennifer Baggett is a God sent angel for my family! She is a wonderful therapist who is not only knowledgeable and excellent at her craft, but she is also kind, compassionate and incredibly patient. My son absolutely adores her and never tires of his therapy with her. He looks forward to each session and tells me every week, ‘Mommy, I want to go see Mrs. Jennifer!’

Jennifer has also been a great source of information and encouragement for me and my family as well. She has taught us numerous strategies and techniques for working with my son. Most notably I have personally learned from her patience and perseverance. I slow down and remember her words, ‘it’s gonna be ok,’ and I keep trying even when it's extremely hard. When he’s not understanding or having a horrible meltdown, I take a deep breath, I put on my ‘Mrs. Jennifer’s voice,’ I ask him to check in with me, and he responds every time! This alone makes me forever grateful for all her hard work with my son. She has been an absolute blessing to our family and we cannot say enough about her. She is well deserving of honor and recognition!”

—Parent of an autistic child
Congratulations, Jennifer Baggett!
This Is How College Is Meant to Be Award

“Jennifer Baggett is a gifted speech language pathologist who has committed her career to helping children find their voices. Since joining UA in 2015, Jennifer has bolstered the intervention services at the UA Autism Spectrum Disorders Clinic by integrating evidence-based practices while prioritizing each child’s unique differences and needs. She works tirelessly to promote UA’s Autism Clinic throughout the state. Jennifer possesses a rare ability to always assume positive intentions and outcomes even among the most challenging circumstances. This ability translates beautifully into her clinical art as she never underestimates a child’s potential. A true champion for individuals on the autism spectrum, Jennifer sets the bar high for those of us who are fortunate enough to work alongside her.

Jennifer also serves as an instructor in the Department of Communicative Disorders and supervises CD’s clinical graduate students. When asked about her experiences learning from Jennifer, one of her graduate mentees replied, ‘Jennifer is a GREAT supervisor who loves all of her clients. I really appreciate that she has taken the time to get to know me as a graduate student. I love that I get to go to a place every day where I get to learn so much and feel welcome because of Jennifer.’ Our autism programs embody the phrase ‘this is how college is meant to be.’”

—Angie Barber, Chair of Communicative Disorders
Highlights

Russ McCutcheon, Religious Studies
University Distinguished Research Professor

Jessica Goethals, Modern Languages
William Nelson Prize for Best Article Published in *Renaissance Quarterly* in 2017
Highlights

Shanlin Pan, Chemistry and Biochemistry
National Science Foundation CAREER Award AND
President’s Faculty Research Award

Christina Staudhammer, Biological Sciences
National Science Foundation CAREER Award AND
President’s Faculty Research Award
Highlights

Jarred Allred, Chemistry and Biochemistry
Department of Energy Early Career Award

Asma Hatoum-Aslan, Biological Sciences
National Science Foundation CAREER Award AND
President’s Faculty Research Award
Highlights

Latandra Smith, Dean’s Office
UA Outstanding Advisor Winner
Highlights

eTech Web Editorial Group
Sam May Award
Personnel and Facilities
## Faculty Years of Service
### 10th Anniversary

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sarah Barry</td>
<td>Theatre and Dance</td>
<td>James McNaughton</td>
<td>English</td>
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<tr>
<td>Michael Bowman</td>
<td>Chemistry</td>
<td>Claudia Mewes</td>
<td>Physics</td>
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<td>Jil Chambless</td>
<td>Mathematics</td>
<td>Donovan Newell</td>
<td>English</td>
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<td>Randall Coleman</td>
<td>Music</td>
<td>Lucas Niiler</td>
<td>English</td>
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<td>Dennis Collum</td>
<td>English</td>
<td>Mary Pitts</td>
<td>Geography</td>
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<tr>
<td>Lucy Curzon</td>
<td>Art</td>
<td>Shirin Posner</td>
<td>Modern Languages/Classics</td>
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<td>Carol Duffy</td>
<td>Biological Sciences</td>
<td>Daniel Riches</td>
<td>History</td>
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<td>Donald Fader</td>
<td>Music</td>
<td>Jean-Luc Robin</td>
<td>Modern Languages/Classics</td>
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<td>Charles Formby</td>
<td>Communicative Disorders</td>
<td>Ignacio Rodeño</td>
<td>Modern Languages/Classics</td>
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<td>John Giggie</td>
<td>History</td>
<td>Jason Senkbeil</td>
<td>Geography</td>
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<tr>
<td>Paul Houghtaling</td>
<td>Music</td>
<td>Michael Steinberg</td>
<td>New College</td>
</tr>
<tr>
<td>Nathaniel Jackson</td>
<td>Mathematics</td>
<td>Emily Wittman</td>
<td>English</td>
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<td>Ernesto Kortright</td>
<td>Modern Languages/Classics</td>
<td>Eric Yates</td>
<td>Music</td>
</tr>
<tr>
<td>Marvin Latimer</td>
<td>Music</td>
<td>John Yoder</td>
<td>Biological Sciences</td>
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</table>
## Faculty Years of Service

**15th Anniversary**

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Seth Appiah-Opoku</td>
<td>Geography</td>
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<tr>
<td>Joel Brouwer</td>
<td>English</td>
</tr>
<tr>
<td>Steven Burch</td>
<td>Theatre and Dance</td>
</tr>
<tr>
<td>Karen Gardiner</td>
<td>English</td>
</tr>
<tr>
<td>Rasma Lazda-Cazers</td>
<td>Modern Languages/Classics</td>
</tr>
<tr>
<td>Bronwen Lichtenstein</td>
<td>Criminal Justice/Sociology</td>
</tr>
<tr>
<td>Carmen Mayer-Robin</td>
<td>Modern Languages/Classics</td>
</tr>
<tr>
<td>Donna Meester</td>
<td>Theatre and Dance</td>
</tr>
<tr>
<td>Jennifer Purvis</td>
<td>Gender &amp; Race Studies</td>
</tr>
<tr>
<td>Thomas Ward</td>
<td>Psychology</td>
</tr>
<tr>
<td>William Worden</td>
<td>Modern Languages/Classics</td>
</tr>
</tbody>
</table>
Faculty Years of Service
20th Anniversary

Martha Powell  
Richard Richards  
Shane Street  
Gregory Szulczewski

Biological Sciences  
Philosophy  
Chemistry  
Chemistry

25th Anniversary

Cornelius Carter

Theatre and Dance
Faculty Years of Service
30th Anniversary

Constance Janiga-Perkins  Modern Languages/Classics
William Keel  Physics
Edward Merrill  Psychology
Robert Metzger  Chemistry

35th Anniversary

Carol Cassel  Political Science
Faculty Searches Underway

• 30 new hires and 8 offers pending!
## Faculty Searches Underway

### Natural Sciences and Mathematics

<table>
<thead>
<tr>
<th>Field</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Chemistry</td>
<td>Physical Chemistry</td>
</tr>
<tr>
<td>Chemistry 2</td>
<td>Metallobiome Chemistry</td>
</tr>
<tr>
<td>Biology</td>
<td>Microbiome-Host Interactions</td>
</tr>
<tr>
<td>Biology</td>
<td>Molecular &amp; Cellular Physiology</td>
</tr>
<tr>
<td>Biology</td>
<td>Macro-Evolutionary Biology</td>
</tr>
<tr>
<td>Biology</td>
<td>Echohydrologist</td>
</tr>
<tr>
<td>Geography</td>
<td>Political Ecology</td>
</tr>
<tr>
<td>Geography*</td>
<td>Climate Modeling</td>
</tr>
<tr>
<td>Geography*</td>
<td>Remote Sensing</td>
</tr>
<tr>
<td>Geological Sciences</td>
<td>Geophysics</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Data Analysis (2)</td>
</tr>
<tr>
<td>Mathematics</td>
<td>NTRC Calculus</td>
</tr>
<tr>
<td>Mathematics*</td>
<td>Mathematical Traffic Modeling</td>
</tr>
<tr>
<td>Physics &amp; Astronomy*</td>
<td>Precision Timing</td>
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</table>

### Humanities and Fine Arts

<table>
<thead>
<tr>
<th>Field</th>
<th>Position</th>
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<tbody>
<tr>
<td>Art &amp; Art History</td>
<td>Art History</td>
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<tr>
<td>Art &amp; Art History</td>
<td>Graphic Design</td>
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<tr>
<td>English</td>
<td>Linguistics</td>
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<tr>
<td>English</td>
<td>CRES</td>
</tr>
<tr>
<td>Gender &amp; Race Studies</td>
<td>Race &amp; Sexuality</td>
</tr>
<tr>
<td>Gender &amp; Race Studies</td>
<td>Decolonization, Migration &amp; Int Social Movements</td>
</tr>
<tr>
<td>Modern Lang &amp; Classics</td>
<td>20th/21st century Spanish</td>
</tr>
<tr>
<td>Modern Lang &amp; Classics</td>
<td>20th/21st century French</td>
</tr>
<tr>
<td>Modern Lang &amp; Classics</td>
<td>Spanish</td>
</tr>
<tr>
<td>Music</td>
<td>Theory</td>
</tr>
<tr>
<td>Music</td>
<td>Musicology</td>
</tr>
<tr>
<td>Music</td>
<td>Voice – Mezzo Soprano</td>
</tr>
<tr>
<td>Philosophy*</td>
<td>McCullough Director - 12 month</td>
</tr>
<tr>
<td>Philosophy</td>
<td>Law</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>African American Religion</td>
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<tr>
<td>Religious Studies*</td>
<td>Interdisciplinary Chair Middle Eastern Studies</td>
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<tr>
<td>Theatre &amp; Dance</td>
<td>Voice for Musical Theatre</td>
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<tr>
<td>Theatre &amp; Dance</td>
<td>Musical Director</td>
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<tr>
<td>New College</td>
<td>Arts Entrepreneurship</td>
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<td>Political Sciences</td>
<td>Public Administration</td>
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<td>American Politics</td>
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<td>Political Sciences</td>
<td>International Relations</td>
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<tr>
<td>Psychology**</td>
<td>Saxon Endowed Chair</td>
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<tr>
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<td>Quantitative</td>
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<td>Clinical Geropsychology/Health (2)</td>
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<tr>
<td>Psychology*</td>
<td>Autism Spectrum Disorder</td>
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</table>

### Social Sciences

<table>
<thead>
<tr>
<th>Field</th>
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<tbody>
<tr>
<td>American Studies</td>
<td>Critical Race Theory</td>
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<tr>
<td>American Studies</td>
<td>Medical Anthropology</td>
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<tr>
<td>Anthropology</td>
<td>Multicultural and Bilingualism</td>
</tr>
<tr>
<td>Communicative Disorders</td>
<td>Autism Spectrum Disorder</td>
</tr>
<tr>
<td>Communicative Disorders*</td>
<td>Cyber Security</td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>Comparative International Criminologist</td>
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<tr>
<td>Criminal Justice*</td>
<td>Public History</td>
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<tr>
<td>History</td>
<td>Legal Constitutional</td>
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<tr>
<td>History</td>
<td></td>
</tr>
</tbody>
</table>

*Associate/Professor

**Professor

*Position Filled*
## Facilities

### Completed

<table>
<thead>
<tr>
<th>Project</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arboretum road paving</td>
<td>8-Dec-17</td>
<td>10-Dec-17</td>
</tr>
<tr>
<td>Morgan Hall lobby remodel</td>
<td>14-Sep-17</td>
<td>14-Oct-17</td>
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</table>

### Pending

<table>
<thead>
<tr>
<th>Project</th>
<th>Start</th>
<th>End</th>
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</thead>
<tbody>
<tr>
<td>Performing Arts Academic Center</td>
<td>2019</td>
<td>2021</td>
</tr>
<tr>
<td>Smith Hall museums office renovation</td>
<td>14-May-18</td>
<td>15-Aug-18</td>
</tr>
<tr>
<td>Garland / Clark / Manly landscaping</td>
<td>14-May-18</td>
<td>1-Jul-18</td>
</tr>
<tr>
<td>Clark Hall hallway and development suite remodel</td>
<td>14-May-18</td>
<td>TBD</td>
</tr>
<tr>
<td>Cuba Center Capital Hall renovation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>McMillan Center for PYBP remodel</td>
<td>1-Jun-18</td>
<td>1-Aug-18</td>
</tr>
<tr>
<td>Mathematics Technology Learning Center replace</td>
<td></td>
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<tr>
<td>Woods 306-307 drawing studio renovation</td>
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### Proposed

<table>
<thead>
<tr>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>3D Art enclosure near BOM</td>
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</table>
A&S Faculty Survey Results
Who took the survey?

236 faculty members, or 44 percent, completed the survey (Jan. 8-31)

### Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Percentage</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Tenured professor</td>
<td>60.6%</td>
<td>143</td>
</tr>
<tr>
<td>Tenure-track professor</td>
<td>31.80%</td>
<td>75</td>
</tr>
<tr>
<td>Non-tenured renewable contract professor</td>
<td>5.5%</td>
<td>13</td>
</tr>
<tr>
<td>Full-time instructor</td>
<td>1.3%</td>
<td>3</td>
</tr>
<tr>
<td>Part-time instructor</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0.08%</td>
<td>2</td>
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### Years with the College of Arts and Sciences

<table>
<thead>
<tr>
<th>Years</th>
<th>Percentage</th>
<th>Count</th>
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<tbody>
<tr>
<td>0-2 years</td>
<td>17.4%</td>
<td>41</td>
</tr>
<tr>
<td>3-5 years</td>
<td>20.3%</td>
<td>48</td>
</tr>
<tr>
<td>6-10 years</td>
<td>19.9%</td>
<td>47</td>
</tr>
<tr>
<td>More than 10 years</td>
<td>42.4%</td>
<td>100</td>
</tr>
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</table>
Who took the survey?

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Percentage</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>American Studies</td>
<td>2.8%</td>
<td>6</td>
</tr>
<tr>
<td>Anthropology</td>
<td>3.2%</td>
<td>7</td>
</tr>
<tr>
<td>Art and Art History</td>
<td>3.2%</td>
<td>7</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>8.7%</td>
<td>19</td>
</tr>
<tr>
<td>Chemistry</td>
<td>6.0%</td>
<td>13</td>
</tr>
<tr>
<td>Communicative Disorders</td>
<td>1.8%</td>
<td>4</td>
</tr>
<tr>
<td>Criminology and Criminal Justice</td>
<td>3.2%</td>
<td>7</td>
</tr>
<tr>
<td>English</td>
<td>9.6%</td>
<td>21</td>
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<tr>
<td>Gender and Race Studies</td>
<td>1.4%</td>
<td>3</td>
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<tr>
<td>Geological Sciences</td>
<td>4.6%</td>
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<tr>
<td>Geography</td>
<td>3.7%</td>
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<td>History</td>
<td>5.5%</td>
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<td>ISSR</td>
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<td>Mathematics</td>
<td>6.4%</td>
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<tr>
<td>Modern Languages and Classics</td>
<td>6.0%</td>
<td>13</td>
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<tr>
<td>Music</td>
<td>8.7%</td>
<td>19</td>
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<tr>
<td>New College</td>
<td>2.3%</td>
<td>5</td>
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<tr>
<td>Philosophy</td>
<td>1.4%</td>
<td>3</td>
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<tr>
<td>Physics and Astronomy</td>
<td>5.5%</td>
<td>12</td>
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<tr>
<td>Political Science</td>
<td>2.3%</td>
<td>5</td>
</tr>
<tr>
<td>Psychology</td>
<td>4.1%</td>
<td>9</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>2.8%</td>
<td>6</td>
</tr>
<tr>
<td>Theatre and Dance</td>
<td>6.0%</td>
<td>13</td>
</tr>
</tbody>
</table>
Knowledge

Generally, faculty are **very well or somewhat informed** about...

- Resources that help me with teaching (89.56% are informed)
- Resources that help me do my job better (86.75%)
- Policies and procedures that affect me (86.75%)
- Resources that help me with research (76.7%)
- Resources that help me engage in meaningful service (70.29%)
- Why policies and/or procedures that affect me change (62.65%)
Knowledge

Generally, faculty are **uninformed** about...

- How the College/my dean communicates with external constituencies (63.86% are uninformed)
- How the College/my dean communicates faculty needs to higher-level administration (58.23%)
Attitude

Generally, faculty are **satisfied** with College communication

- 76.31% are satisfied
- 15.66% are neutral
- 8.03% are dissatisfied
Attitude

Generally, faculty feel positive (scale of 1-10) toward the College

- 74.58% feel positive (7-10)
- 15.58% feel neutral (5-6)
- 9.84% feel negative (1-4)
Behavior
Currently, faculty pay attention to email.

- Faculty most often consult...
  - Emails/announcements from my department chair (90.26% ALWAYS consult!)
  - Emails via the faculty listserv (85.94% always or often consult)
  - Desktop News emails (70.68% always or often consult)

- What do faculty currently find most useful?
  - Emails/announcements from my department chair (98.38%)
  - Emails via the faculty listserv (89.06%)
  - Desktop News emails (79.36%—somewhat useful)
  - College webpage of faculty/staff resources (76.52%—somewhat useful)

- Not useful/do not consult
  - College-wide faculty meetings
  - Open-house coffees
Preferences

How do faculty want the College to communicate with them?

• Messages/announcements (email or otherwise) from my department chair (72.37% want this)
• Department faculty meetings (63.42%)
• Dean’s annual visit to my department (46.69%)
Preferences
Free-response feedback

• Faculty like the idea of in-person events like faculty coffees, but they can’t attend because they’re teaching during that time, or they feel overwhelmed by other responsibilities.
  • In general, faculty want less events.

• Faculty want more
  • Face-time with deans (more than just the annual department visit)
  • Opportunities to ask questions/be heard
  • Updates on vision/strategic plan
  • Less but more thorough and targeted email communication
    • Intellectual life vs. policies/procedures/job? Quarterly updates? Consolidated?
  • Explanations of “why we can’t do this now”
    • Timeline for addressing issues like facilities and enrollment
  • Inclusion of FTTIs and PTTIs
Strategies

Target low-hanging fruit

• Faculty coffees
• Faculty meetings—College AND department
• Department annual visits by the dean
• Webpage of resources
Faculty Coffees
Rework to be more targeted and personal and require less time.

• Maintain six per year, but shift to department-focused rather than topic-focused.
  • Address pressing faculty concerns
  • Allow for questions (submitted anonymously in advance)
  • Cluster by area of campus
Faculty Meetings—College
Rework PowerPoint and email follow-up

• Address most pressing concerns in PowerPoint
  • Spring 2018
    • Survey results + what we plan to do as a result
    • Strategic vision/plan + how faculty can help
    • Q&A—when we send the agenda, ask faculty to submit anonymous questions via Qualtrics
  • Fall 2018
    • How we communicate with external constituencies
    • Q&A

• In follow-up email (with minutes), include bullet-point summary, link to PowerPoint on website, and track traffic.
Faculty Meetings—Department
Associate deans to attend once per department per year

• Address high-level concerns (about admin, vision, etc.) and field questions
Department annual visits by the dean
Incorporate Q&A

• Encourage faculty to submit anonymous questions via Qualtrics
Webpage of resources
Remind faculty that this is available

• Send a printed flyer (similar to publicity and tech flyers) to faculty mailboxes in fall 2018

• Link to webpage from Desktop News emails
Strategic Plan Update
Provide a premier undergraduate and graduate education that offers a global perspective and is characterized by outstanding teaching, high-quality scholarship and distinctive curricular and co-curricular programs.

Increase the University’s productivity and innovation in research, scholarship and creative activities that impact economic and societal development.

Enrich our learning and work environment by providing an accepting, inclusive community that attracts and supports a diverse faculty, staff and student body.

Provide opportunities and resources that facilitate work-life balance and enhance the recruitment and retention of outstanding faculty and staff.
#1. Provide a premier undergraduate and graduate education...

New academic programs include

**Undergraduate**
- BA in Musical Audio Engineering
- McCollough Institute for Pre-medical Scholars

**Graduate**
- MA in Biology (forthcoming)
- MA in Religious Studies
- MFA in Dance (forthcoming)
- PhD in Geography
- Concentration in Precise Timing (Physics and Astronomy)
#1. Provide a premier undergraduate and graduate education...

Our goal is for every student to do at least one of the following:

- Conduct undergraduate research
- Study abroad
- Do an internship
- Participate in service learning
#1. Provide a premier undergraduate and graduate education...

Undergraduate Research

- Undergraduate Creativity and Research Academy (since 2014)
  - More than $137,000 awarded and 196 projects funded
  - $20,000 of available funding (up to $1,000 per student/faculty mentor) per semester

- 923 students involved in undergraduate research last year

- [http://undergraduateresearch.as.ua.edu/the-undergraduate-creativity-and-research-academy](http://undergraduateresearch.as.ua.edu/the-undergraduate-creativity-and-research-academy)
#1. Provide a premier undergraduate and graduate education...

## Study Abroad

- College of Arts and Sciences faculty led **24 study abroad programs** in 23 different countries in 2016-2017.
- More than **400 students studied abroad**.

*UA in Europe: Psychology and Art through Mind and Soul*
*UA in Belgium: Political Science*
*UA in Belize: Rainforests, Reefs, and Tropical Conservation*
*UA in China: Language and Culture*
*UA in Cuba: Writing Collaborations*
*UA in Ecuador: Culture, Arts, and Politics*
*UA in Oxford: English, History, and Honors*
*UA in France: Language and Culture*
*UA in Germany: University of Mainz Chemistry Program*
*UA in Germany: Language and Culture*
*Field Studies in Water and Climate*
*UA in Ghana: Service Learning*
*UA in Greece: Classics*
*UA in Greece: Excavations in Vergina*
*UA in Honduras: Marine Science Internship*
*UA in Ireland: Arts and Sciences*
*UA in Italy: Art History*
*UA in Italy: Language and Culture*
*UA in Jamaica: Democracy and Economic Development*
*UA in New Zealand: The Literature of Adventure*
*UA in Edinburgh: Dance at the Fringe*
*UA in South Africa: Resistance and Freedom*
*UA in Spain: Language and Culture Session 1&2*
*UA in Sweden: Political Science and History*
#1. Provide a premier undergraduate and graduate education...

Recruit and retain outstanding graduate students

• Award six $6,000 Dean’s Diversity Awards annually
• Graduate Recruiting Expo
  • 48% who attended in 2017 enrolled at UA
#1. Provide a premier undergraduate and graduate education...

How can faculty help?

• Recruit outstanding undergraduate and graduate students
• Encourage doctoral-track students to also get their master’s
• Encourage experiential learning (research, education abroad, service learning, internships)
#2. Increase productivity and innovation...

- Bauer grant-writing program (11th year)
  - Participants have received more than $10 million in external grants
  - 6 of 21 faculty who participated in 2015-2016 have received OSP funding

- Publisher-in-residence program (7th year)
  - 47 faculty members participated last year
  - This semester alone, forthcoming books from
    - West Virginia University Press
    - Rutgers University Press
    - University of North Carolina Press
    - Oxford University Press
#2. Increase productivity and innovation...

- Publisher-in-residence program (continued)
  - Proposals under discussion with
    - Cambridge University Press
    - University of Chicago Press
    - University of Illinois Press
    - University of Texas Press
    - University of Georgia Press
    - University of Pennsylvania Press
  - In talks with
    - University of Toronto Press
    - University of New Mexico Press
    - University of Arizona Press
    - Yale University Press
    - Harvard University Press
  - Faculty are being pursued by numerous others.
#2. Increase productivity and innovation...

- Kaplan Sponsored Research Strategies (3rd year)
  - Faculty receiving OSP funding
    - 2 of 6 faculty who participated in 2016
    - 4 of 10 faculty who participated in 2017
#2. Increase productivity and innovation...

<table>
<thead>
<tr>
<th>Institute</th>
<th>Executive Director</th>
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<tbody>
<tr>
<td>Alabama Life Research Institute</td>
<td>Dr. John Lochman (interim)</td>
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<tr>
<td>Alabama Transportation Institute</td>
<td>Dr. Shashi Nambisan</td>
</tr>
<tr>
<td>Alabama Water Institute</td>
<td>Dr. Patricia Sobecky</td>
</tr>
<tr>
<td>Alabama Cyber Institute</td>
<td>Mr. Reginald Hyde</td>
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</tbody>
</table>
#2. Increase productivity and innovation...

Independent of the University’s research, the College launched our own cluster hire including a Middle Eastern studies chair.

- Aligns with the College’s self-identified foci

  - water
  - health, behaviors, and healthcare
  - energy
  - biodiversity
  - hazards, disasters, and environmental impact
  - materials
  - big data analysis and computational science

  - high energy
  - digital humanities
  - Southern studies
  - fine and performing arts
  - cultural studies
  - global connections
  - communications and civic engagement
#3. Attract and support a diverse faculty, staff and student body...

- 17th year of a diversity committee in the College
- Sponsored 15 events last year, including a desegregation symposium, LBGTQ symposium, sexual assault awareness month, cultural festivals, and more
- Process for recruiting diverse faculty
#4. Facilitate work-life balance and recruit and retain outstanding faculty and staff...

The College of Arts and Sciences awards more than $170,000 annually to support and retain outstanding faculty.

- $75,000 in grants for research, scholarship, and creative activity
- $45,000 for teaching fellowships
- $50,000 for faculty fellowships

$100,000 available through the College Academy for Research, Scholarship, and Creative Activity

Informal “café@ua” conversations with faculty recruits
#4. Facilitate work-life balance and recruit and retain outstanding faculty and staff...

Staff professional development
• Staff Training Activity Report (STAR)
• College of Arts and Sciences Staff Association (CASSA)

Annual events
• Homecoming
• Leadership Board BBQ and tailgate
• Baseball games

Other ideas? Let us know.
What plans does the University have to develop a Center for Teaching Excellence or similar resource?

A&S Teaching Hub!

Contact Nathan Loewen (nrloewen@ua.edu), Lisa Dorr (lisa.dorr@ua.edu), or Ruth Pionke (ruth.Pionke@ua.edu)
What does the Dean plan to do to improve graduate education and address the problem of our unreasonably low GTA stipends?

<table>
<thead>
<tr>
<th></th>
<th>Humanities/Fine Arts</th>
<th>Social Sciences</th>
<th>Natural Sciences/Math</th>
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<tbody>
<tr>
<td>Above average</td>
<td>3</td>
<td>1</td>
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<tr>
<td>Below average</td>
<td>3</td>
<td>4</td>
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<td>Annual difference</td>
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<td>3</td>
<td>2</td>
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<tr>
<td>greater than $750</td>
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Based on Southern University Group participating institutions
How can we improve faculty retention?
URSCA Summit

• A&S Summit for Undergraduate Research, Scholarship, and Creative Activity

• Friday, April 13, Moody Music Building

• We need judges!!!
  • Contact Roger Sidje, roger.b.sidje@ua.edu

• More details: undergraduateresearch.as.ua.edu/summit
Mark Your Calendars!

- Hidden Humanities lecture: Dr. Robert Newman, President and Director of the National Humanities Center
  - Thursday, March 29, 5:30 p.m. in Tuomey Hall
Mark Your Calendars!

• Bama Blitz—UA’s inaugural crowdfunding event
  • Celebrate UA’s founding year with 1 day, 8 hours, and 31 minutes of giving

• From noon CST on April 11 until 8:31 p.m. on April 12

• Help A&S fund a Soloshot3, a robotic camera and tracking system that auto-locates and responds to a small tag transmitter.
  • The transmitter can be attached to a dancer’s body, allowing the camera to automatically pan, tilt, zoom and focus to capture movement.
New Technology Tools at UA

**Zoom (videoconferencing)**
- Offered in partnership with UA Systems
- Does not require the same firewalls as Skype, which results in improved performance

**Snapverter (accessibility—listed under “Texthelp”)**
- Transforms papers and files to readable PDF documents

**Read&Write (accessibility—listed under “Texthelp”)**
- Assists with reading and provides additional features to support students with dyslexia and other learning difficulties

**Equiatio (accessibility—listed under “Texthelp”)**
- Allows user to type, handwrite or dictate equations and formulas for math and chemistry

All of these programs are available at oit.ua.edu/software
New Dean’s Office Staff

Kelli Harris, Associate Director of Development

Jake Paul, Associate Director of Development

Kaylee Crenshaw, Events Coordinator

Jordan Harris, Systems Specialist

Tara Jimerson, Administrative Assistant
$500 Research Drawing
Reception to follow