

Executive Committee Meeting Notes
Friday, October 10, 2014

Present: Huan Liu (chair), Vijay Vittal, Sule Ozev, Narayanan Neithalath, Al Chasey, Esmá Gel, Lenore Dai, Hanqing Jiang, Shawn Jordan, Cy Kuo, Vikram Kodibagkar (by phone), Keith Holbert (AFSE Secretary)

Absent: Xiao Wang

Guest: Dean Paul Johnson

Dean Johnson attended the meeting to discuss some projects he's assigning to the Executive Committee.

Update Promotion and Tenure Guidance document. The Executive Committee will update this document. There are now six schools in the college.

Post Tenure Review Guidelines. The Executive Committee will update this document.

ACTION ITEM: Huan Liu will check with Bruce Towe regarding the latest version.

Fulton Leadership. The group reviewed a draft document (attached) designed to solicit faculty and staff feedback on Schools leadership. The final survey will be conducted by an independent firm. The information compiled will be used in performance evaluations between the Dean and school directors. The idea would be to do this systematically from year to year, using this year as the baseline. **ACTION ITEM:** Executive Committee to provide comments to the Dean by Friday, October 17, 2014.

Faculty Exemplar Program. An important aspect of this program is to provide an opportunity for more faculty recognition than we do now. Dean Johnson is still working on different categories of recognition. We currently have programs like the Regents' Professor and President's Professor that are handled at the University level through a selection process. Engineering has Fulton Chairs, Fulton Professors and Named Professors (Motorola Chair, Avnet Chair, SRP Chair, Sun State Chair, Del Webb Chair, Olin Chair, Whitaker Chair, Foundation Professor, Fulton Entrepreneurial faculty, Tooker Professor and Tooker Chair). Ideas for how to handle younger faculty and what we could call it are also requested. A couple of suggestions made during the meeting: Rising Star, Faculty Fellows. The process for this program will begin every Spring after the faculty evaluations are done and be completed before faculty leave for the summer. This will be a two-year recognition with a monetary award. Eligible faculty will be those who have strong research and teaching records. The directors have already identified a list of eligible faculty. The first group will represent 5% of the overall FSE faculty. There will be no effort to spread these awards across schools. This process will have no effect on the promotion and tenure process. Assistant professors who are within the promotion and tenure proceedings will not be included in the process.

It was also suggested that a process be identified for Exemplar Lecturers. **ACTION ITEM:**
Annette informed Dean Johnson that EC had no problems with the Faculty Exemplar list.

Miscellaneous: Annette Bowers will:

- (1) send out the Executive Committee meeting schedule (done);
- (2) follow-up with A/S Hoffman regarding her participation in our Dean's Distinguished Lecture series (done);
- (3) Set another meeting with the Executive Committee and Dean Johnson within the next 2-3 months for an update on what's going on in the schools. (Set for January 9, 2015).

Agenda Item for Next Meeting:

- Dissertation Award status update

Part A - Ratings

Overall Leadership

1. Our School Director provides effective leadership for their school
2. Our School Director demonstrates ethical leadership
3. Our School Director effectively addresses issues as they arise
4. Our School Director focuses on solutions, addressing problems by analyzing the way forward
5. Faculty are supportive of our School Director as their leader and representative at higher levels in ASU and externally.

Interpersonal competencies

6. Our School Director respects others' perspectives
7. Our School Director establishes trust between himself/herself and members of the faculty
8. Our School Director empowers others by giving them the responsibility and authority to be successful.
9. Our School Director creates and promotes a productive and collegial school culture

School Leadership – faculty related

10. Our School Director makes good faculty hiring decisions
11. Our School Director's assessments of faculty performance are fair and consistent with Fulton Schools and ASU priorities
12. Our School Director makes work-load assignments that balance individual strengths with school needs, leading to differentiated opportunities for faculty to be valued contributors to the School mission.
13. Our School Director allocates school resources consistent with School and Fulton Schools priorities.
14. Our School Director makes good selections for school-level faculty-leaders (program chair, associate director, etc.)
15. Our School Director actively supports the faculty and facilitates their success.
16. Our School Director supports an overall culture of innovation in the school.

School Leadership – staff related

17. Our School Director makes good staff hiring decisions.
18. Our School Director's assessments of staff performance are fair and consistent with Fulton Schools and ASU priorities
19. Our School Director actively supports the professional development and career outcomes of staff

Alignment with Fulton School vision and priorities

20. Our School Director effectively communicates ASU, the Fulton Schools, and unit priorities and progress to the School.
21. Our School Director engages faculty and staff in discussions about unit priorities, progress, and alignment of the school with ASU and Fulton School priorities and initiatives
22. Our School Director is leading the school away from the conventional siloed academic model and toward a more interdisciplinary and outcomes-oriented school consistent with the New American University and Fulton Schools visions.

Academic Leadership

23. Our School Director is leading transformation and evolution of the degree program(s) in the school.
24. Our School Director actively engages in and supports initiatives in student success, innovations in delivery, and enriched student experiences.

Research Leadership

25. Our School Director is supporting growth in the scale and external impact of the research enterprise.
26. Our School Director is supportive of multi-investigator, transdisciplinary, and use-inspired research

Part B – Open Ended Questions

1. I like the way our School Director ...
2. I wish our School Director would
4. What changes (e.g. priorities, organization, policy) should the School Director initiate that would contribute the most to the evolution of the School?
5. Any other comments?