1.0 MINUTES Minutes from the last meeting.

2.0 DIVERSITY RECRUITING Lessons learned from Institute on Diversity Recruiting [Romero]

3.0 HEADS AWARD Proposal for a university-level department head award [Romero]

4.0 OPERATIONAL GUIDELINES Result of the online vote on DRAFT 2019.09.07.
  quorum = 5 votes; voting: 6; quorum present.
  APPROVE 6
  OPPOSE 0
  GUIDELINES ADOPTED.
  Vote documentation attached.

4.1 representation Review membership relative to requirements:

“If membership drops below 9, the Steering Committee may appoint replacements to serve until the next election cycle.”

“Replacement: A member whose appointment or status as a Head is voided may continue to serve out the time until the next election cycle upon vote of the remainder of the Steering Committee.”

5.0 STREAMLINING SUGGESTIONS Result of the online vote on 2019.09.11 DRAFT memorandum to Provost Folks.
  quorum = 5 votes; voting: 5; quorum present.

item 1.1 CT Faculty APPROVE 0
  OPPOSE 5
  RECOMMENDATION STRUCK.

item 1.2 Faculty Emeriti APPROVE 2
  OPPOSE 3
  RECOMMENDATION STRUCK.

item 1.3 tenure clock APPROVE 2
  OPPOSE 3
  RECOMMENDATION STRUCK.
  Vote documentation attached.
  Memorandum revised and sent 2019.09.17 (attached).

  5.1 Follow-through on items removed from draft:
  5.1.1 career-track faculty appointments
  5.1.2 emeriti faculty approvals
  5.1.3 stopping tenure clock

6.0 PROGRAMMING

6.1 fall workshop Report on planning for the Fall workshop:
  2019 HeadsUP Fall Workshop: ROLLOUTS
  17 OCT | 11:00 am-1:00 pm
  Silver & Sage, Old Main
STRATEGIC PLAN: Jane Hunter, VP for Strategic Initiatives
THE NEW GENED: Elliott Cheu, Gail Burd
UCAP: Jan Myers, HR Director of Compensation
HR CHANGES: Helena Rodrigues, Interim, Chief Human Resources Officer (CHRO)
RDI: Kim Patten, Director RDS
OIA: Lisa Elfring, Associate Vice Provost OIA

6.1.1 closing HUSC?

6.2 Spring Forum
Planning for the Spring Forum:

1 STUDY ABROAD
New program and budget model.
confirmed: Brent White

2 MICRO-CAMPUS PROGRAM; HOW TO DEVELOP PROPOSALS
Presentation of the program; case studies of successful and non-successful programs; hard-hitting questions.
confirmed: Brent White
others/case studies: Eller, XXX

3 UA BUDGET MODEL
Rumored changes to RCM and subvention (based on a) Folks statement to Deans to disregard “lines”; b) memo to business managers forecasting performance based changes related to Strategic Plan (retention, graduation rates); move to a “total RCM” model including summer school and Arizona Online.
confirmed: Lisa Rulney

4 SECURITY UPDATE
Follow-up on security and culture practices after the incident last spring when the Border Patrol agents were on campus and racially-motivated attack this fall.
confirmed: Celina Ramirez

6.3 Spring Workshop
Planning for Spring Workshop:

1 DIVERSITY
Improving the workplace climate and hiring practices for faculty of color [Romero].

2 ADMINISTRATOR REVIEW
Proposed model [Romero]

3 TRELLIS CRM
Darcy Van Patten, Kelly South, Senior Director, Communications & Marketing

4 RCM CHANGES
If Provost is going to have proposal by mid-spring.

5 UA VITAE
New vendor; new capabilities; new requirements

6 HAPPINESS
Celestino Fernandez on Happiness [Romero]
7.0 COMMUNICATIONS  In response to limiting flow to HeadsUP listserves, do we need to create a general information channel?

“The Deans often forward things we share which means some heads may see things come through multiple times. Must be annoying.

At the same time, that approach can be inconsistent and result in some Heads not receiving information. On some occasions when we have not sent info to heads but gone straight to All-faculty, some heads have brought to my attention a concern about faculty receiving notices of info or opportunities before they do. I’ve tried to rectify by sending things in hierarchical order and including the Heads list.”

8.0 TCE REVISION  Review and discussion of proposed TCE changes (attached).

9.0 PROVOST FOLKS  Opening remarks and open exchange.

10.0 NEW BUSINESS

END OF AGENDA