As a result of this meeting, the following decisions were made:

1.0 RETREAT FORMAT
Based on the survey to attendees and the Steering Committee assessment, the following suggestions will be considered in organizing next year’s retreat:

TABLE DISCUSSION: Put a member of the Steering Committee at every table to structure and report on table discussions.

VENUE: Find a better venue, with better sound and more intimate setting.

PROGRAM: Fewer items; more discussion. If Upper Administrators are included, have shorter or no formal program; consider making upper admin respondents to a Heads-initiated program.

PREPARATION: Don’t use the retreat to provide information; if information is disseminated, send it out in advance so the retreat is not used for information delivery.

SCHEDULE: Provide earlier notice about the retreat date. Keep to ½ day. This year’s allocation was good.

RETREAT EVALUATIONS: Provide evaluations at the event, to promote higher response rate.

2.0 ISSUES FOR THE YEAR
The Steering Committee’s work agenda for the year was discussed, as was the program of assigning a Champion from the Committee to monitor and advance the cause of each. Due to time constraints, the Committee asked Miller to synthesize these and propose a Champion for each. See below.

3.0 FOLLOW-THROUGH
The following year-long working agenda has been synthesized out of the Committee discussion. These are topic clusters, which will change and be defined by participants. (Under the maxim, “when everyone is responsible, no one is,” I’ve proposed a Champion to carry the banner and an assistant (“Cheerleader”) for support. Each Steering Committee member is Champion of only one issue.)

BORDER CONTEXT
How the UA engages the Sonoran cultural context; being meaningfully engaged with border issues and opportunities; international partnerships with Mexico.

CHAMPION: Ruiz
CHEERLEADER: Ghosh
CHANGING FACULTY PROFILE
What should our faculty look like in five years; workforce targets; career and cultural opportunities for non-tenure-track faculty; graduate, doctoral, and post-doctoral student opportunities.
CHAMPION: Miller
CHEERLEADER: Alfie

FACULTY SATISFACTION
How to increase faculty retention and satisfaction at the UA; response to COACHE survey results.
CHAMPION: Serio
CHEERLEADER: Chen

HEADS TRAINING
Empowerment of Heads by introductory and continuing training in departmental management.
CHAMPION: Alfie
CHEERLEADER: Miller

MULTI-DISCIPLINARY COLLABORATION
Building collaboration across colleges, including the UA’s culture of funded research; definition and promotion of the role of liberal arts education at the UA.
CHAMPION: Nikolich-Žugich
CHEERLEADER: Ghosh

ONLINE DELIVERY
What criteria should drive the delivery of coursework at the UA; how the UA should distinguish itself from ASU and other universities in online education; protection of faculty from workload creep in online teaching.
CHAMPION: Casper
CHEERLEADER: Gregorio

RCM
Understanding and having appropriate feedback in the implementation and calibration of RCM2; checking support for graduate students (RCM, ERE, GTS distributions); considering culture changes brought about by changes in financial management.
CHAMPION: Chorover
CHEERLEADER: Serio

SHARED GOVERNANCE
Maintaining shared governance at the UA; unpacking the move of English to SPS for lessons learned and changes needed; anticipating and providing input in the Banner merger; insinuating a Heads’ perspective on financial options in the Provost’s office.
CHAMPION: Rhoades
CHEERLEADER: Casper

4.0 FORTHCOMING EVENTS

NEXT STEERING MEETING: 6 OCTOBER 08:00-10:00
HOST: Casper
LOCATION: 925 N. Tyndall, Room 110, map, half a block from the Marriott

NEXT HEADS EVENT: 15 September 08:00-10:00, MULTI-DISCIPLINARY COLLABORATIONS
HOST: Nikolich-Žugich
LOCATION: Vine Avenue Annex, Room 102, 8-10:00 AM (RSVP)

END OF MINUTES
If these MINUTES contain information that does not accurately reflect your understanding of issues or events covered, please advise sender in writing.