

College of Human Environmental Sciences  
August 17, 2016, 8:00-12:00, Stotler Lounge  
Fall Faculty Meeting Minutes

After welcoming remarks, Interim Dean Sandy Rikoon announced that Dr. Jung Ha-Brookshire is appointed, starting September 1, 2016, as the Associate Dean for HES Research and Graduate Studies. Dr. Ha-Brookshire is an associate professor in Textile and Apparel Management and was recently recognized --"Marketing Forum from 2004-2014" was published in the *[Clothing and Textile Research Journal](#)*. The article includes rankings of individuals and institutions in terms of faculty publications in the broad area of fashion merchandising as having received the 3<sup>rd</sup> highest individual score; surpassed only by two full professors. This means that Dr. Brookshire is recognized as 3<sup>rd</sup> globally.

Also, starting September 1, 2016, Dr. Jo Britt-Rankin will be the Interim Chair for Personal Financial Planning.

Dr. Rikoon also announced the interim Director for the School of Social Work, Dr. Dale Fitch, Associate Professor School of Social Work, a position he began July 1, 2016. Dr. Bart Wechsler, Dean of the Truman School of Public Affairs, will chair the School of Social Work Director Search Committee.

New Faculty Introduced: Dr. Robert Weagley, interim chair, announced new faculty in Personal Financial Planning: Dr. [Cynthia Crawford](#), Associate Extension Professor; and, [Dr. Abed Rabbani](#), Assistant Professor.

Dr. Marjorie Sable introduced 3 new faculty members, including:  
[Jane Piester](#), Clinical Instructor and BSW Field Education Coordinator  
[Kathy Preble](#), Assistant Professor  
[Erin Robinson](#), Assistant Professor

Introduced Margee Stout, Executive Assistant, who transferred from the Research Reactor to the School of Social Work in December 2015.

Larry Ganong and Jean Ispa, co-chairs of Human Development and Family Science, asked Chelsea Garneau-Rosner to introduce new faculty and staff who are associated with the ShowMe Healthy Relationships program. They include: Miriam Cullimore, who has been a Program/project Coordinator since January 2016; and, Melissa Herzog, Assistant Research Professor, who will serve as the performance measurement and evaluation manager for ShowMe Healthy Relationships. Also, a new postdoc was hired, Elif Dede Yildirim.

Dr. Pam Norum, chair of Textile and Apparel Management, introduced [Na Young Jung](#), Assistant Professor.

Dr. Ruth Tofle, chair of Architectural Studies, introduced [Robert Walsh](#), Assistant Teaching Professor.

Dr. Chris Hardin, Chair of Nutrition and Exercise Physiology, introduced Ben Sauro as Executive Assistant in NEP, who transferred from HES Student Services. [Kevin Fritsche](#), Professor, who has transferred his tenure home to Nutrition and Exercise Physiology.

Vikki Shahan, Student Services Director, introduced Desiree Van Tassel, Office Support Assistant IV in HES Student Services. Desiree Van Tassel was employed by Mizzou Online.

Dr. Rikoon introduced Derek Parker, Business Support Specialist II, who joined the Research and Graduate Studies office November 1, 2015. He was employed in Bond Life Sciences.

MU News Bureau – Dr. Rikoon noted that the MU News Bureau is successful and important supporters of HES. They are effective in getting the word out about what we do. He introduced Nathan Hurst and Sheena Rice. Hurst has responsibility for the half the college: PFP, ArchStudies, TAM, while Sheena Rice has the health professions and HDFS, SSW and NEP. Their primary role is media relations and marketing communications, used to elevate MU research and programs nationally and internationally. They are here to take media calls and to find experts to respond to media requests. They promote new research, make press releases accessible to public, and for breaking news get comments out. They track media placement, for example, Steve Ball, associate professor in NEP, provided exercise advice that received more than 33.4 million hits. They provide media training, if you are hesitant about interviewing. You can contact them regarding recent grant funding, research that's published, expert commentary, and strategies for your specific work. They also work with Amy Sanders. You don't have to wait for them to find you. Call them if you need to. Crisis Responses, you can call Rice or Hurst, but for negative issues, Christian Basi is the contact. Dr. Rikoon noted the effectiveness of the News Bureau when the Missouri Hunger Atlas came out and it resulted in contact for consulting in St. Louis.

Nancy Schultz provided an Update on HES Advancement. Campaign is called: MIZZOU: Our Time to Lead. HES Goal is \$15.3 million; currently raised: \$12, 909,928. In 2016 raised \$2,131,025. Focus: Building our Endowment; Signature Centers/Institutes; Campus Renaissance. New Tag Line is M-I-Z + HES = IMPACT! PowerPoint presentation included a summary of campaign goals and notable gifts to many of the individual HES Units.

Briana Johnson, Instructional Designer, provided an overview of the move from Black Board to Canvas. The deadline to move all courses from Black Board is December 31, 2017, after which the course will not be accessible in Black Board. It is recommended not to teach from Black Board in Fall Semester 2017. All should be enrolled in the Canvas Demo Site. It is not recommended to use Canvas Fall 2016. Briana Johnson's presentation is available at <http://www.hes.missouri.edu/documents/admin/canvas.pdf>.

On February 4, 2016, the College held a Diversity and Inclusion Round Table. Laura King Danforth in the School of Social Work and Alejandra Gudino, who is the Cultural Inclusion & Diversity Coordinator for FNEP, HES Extension, were asked to analyze the data from the event, taken from easel documents and placemats. The presentation is available at [https://prezi.com/btb52byb18vg/hes-presentation-reduced/?utm\\_campaign=share&utm\\_medium=copy](https://prezi.com/btb52byb18vg/hes-presentation-reduced/?utm_campaign=share&utm_medium=copy). Some notations include: long-term success; ability to nurture and leverage; intentionality about diversity and inclusion; invisible barriers in social change; how to work things out; acknowledge our biases and privileges. Strategies: Learning not training. Active skills; knowing our demographics; investing in people, teaching for inclusion. Change the trajectory of our youth. Safe learning environments. Interim Dean Rikoon has appointed Dale Fitch, Associate Professor and Interim Director of the School of Social Work, to lead a taskforce on Diversity and Inclusion. You may self-nominate or nominate others to the committee. It was announced that HDFS was having a diversity event in 220 Gwynn at 1:00-2:15 after the HES Fall Faculty Meeting.

Vikki Shahan, Student Services Director, asked about interest in Round Tables for the Fall semester. They were successful in the Spring. She provided a survey for feedback on times and days for the event. She updated on the drop in enrollment at MU and that HES is the only division not in red. HES hasn't had a drop in enrollment. Please note the date for graduation ceremony is December 16, 2016 at 5:00 p.m. in Jesse Auditorium. She discussed: What are we doing to change the campus climate? There are 3

mandated on-line training for students that include alcohol training and citizenship training. Marketing and outreach will continue. Discussed the tasks before the Campus Writing Board in regard to funding and coming up with a model. Not eliminating Writing Intensive. MU is an international leader in WI. Task Force met with Rhonda Gibler and Garnett Stokes. Looking at Fall 2017.

Amy Sanders, External Relations Director, provided an update on Social Media in the College. The College will focus on Facebook, Twitter and YouTube. Facebook has a broad audience. Twitter is currently being handled by Teresa Howard. YouTube provides quick video clips. Was asked why we're not using a system that can push posts out to all of the various social media platforms. Amy Sanders asked who in each unit is managing social media for the unit. Amy Sanders was asked to set up a shared drive for HES photos on the P:Drive that will be accessible. HES is currently redesigning the College web page [www.hes.missouri.edu](http://www.hes.missouri.edu).

Elizabeth Miller requested that faculty be aware of the deadlines for grant submission in the College and in sponsored programs. 5 business days before the deadline for submission is required. This allows time to review the budget and aims of the grant and shop to colleagues. It isn't fair to colleagues who have planned ahead to have to be set aside for those that require emergency handling.

Jung Ha-Brookshire was unable to attend and asked Pam Norum to provide her notes on MU Faculty Council.

Report from the faculty council representative:

FC chair created an ad hoc committee on faculty authority. I asked anyone who are interested in serving on this committee and received a few responses. I forward those names to Ben.

1. FC chair also created an ad hoc committee to evaluate procedures related to Title 9. I am still waiting to see if anyone would be interested in serving on this committee.
2. Faculty irresponsibility report – Provost's website has a link to where people could file a faculty irresponsibility behavior. I sent you [a news article published by Kansas City Star](#) last week about this. I know some of you are concerned with "abuse" of this system. I clarified this with FC chair. This is the message from FC chair.

"One thing to remember is that this process is not new. The Online submission form is new. Also, when a charge is filed, the provost must review it for "procedural adequacy," which I think includes (1) a minimum level of specificity, (2) an accusation that, if true, actually constitutes a violation of our rules, and perhaps also (3) at least some measure of plausibility. So at least some baseless charges can be dismissed by the provost's office without invoking an elaborate process.

Further, only a member of the university community (e.g., student, staff, faculty, curator) can file a charge, and it is a violation of UM rules to knowingly file a false charge. In other words, if you intentionally file a false report against someone else, you could get yourself in trouble. The combination of these provisions should limit the incidence and consequences of frivolous charges.

The existing bylaws (300.010.L) describe detailed processes as to how to handle such reports."

In addition, on August 4, the Provost came to FC meeting and reported the following points.

3. We are having a record-breaking funding year. We are also expecting one of the biggest new faculty orientations. So, we are recruiting.

4. 5 new dean searches need to happen this year. Business school dean search will complete soon. Candidates will be on campus end of this month.
5. Library director, Vice Provost of International Program, and Vice Provost of Enrollment positions are also open. But Provost wants to fill these internally.
6. Focus of this institution – She didn't believe that this is the right time to emphasize 4 key metrics that AAU is tracking. Rather, her emphasis is on "driving excellence," "diversity supports," "graduate student support", and "enhancing undergraduate student experience." After that, I asked what her priorities are for faculty. She said her priorities are on doing more for faculty development, finding ways to give raises, and giving faculty rewards in different ways.

Notes provided by Pam Norum on behalf of Jung Ha-Brookshire, HES Faculty Council Representative.

Chair of the HES Faculty Council on College Policy Committee, Chris Proulx, Associate Professor HDFS, provided an update on the activities of FCCP.

Thanks to 2016 FCCP reps: Steve Ball, Jean Parsons, Rui Yao, Dale Fitch, Newton D'Souza, Jung Ha-Brookshire (HES FC Rep).

In Spring 2016, FCCP reps encouraged their faculty to reply to the COACHE survey.

The FCCP recommended the following amendments be made to the College of HES by-laws, which Dean Rikoon requested we review. Some recommendations might require a college level vote:

1. Inclusion of a regularly held unit head review by faculty in the respective units. Such a review could be held every three years. Faculty should be guaranteed anonymity, which in some units may mean withholding identifying information (e.g., rank, gender) when review results are disseminated.
2. 4.5.2 Membership of P&T committee: section B states that members shall serve no more than 2 consecutive terms. This is likely not feasible in some units where numbers of full professors are too limited.
3. Updates for criteria for Doctoral faculty (section 3a of membership criteria). Members of the FCCP agreed that in most of the colleges units, sole-authored publications were neither normative nor expected. We recommend a revision more in line with promotion and tenure expectations, such as a minimum of 2 lead authored, research based articles in refereed journals of recognized high quality, with impact factors for the journals and percent contribution to the article for all authors.
4. Changing Winter semester to Spring semester to match University language.
5. Updating the list of the Margaret Mangel Lectureship rotations if needed.

College Update, Sandy Rikoon, Interim Dean

1. News about enrollment; noted by the powers that be
2. Interdivision measures, HES does well.
3. Retention is flat; graduation flat
4. 2016 \$28 million grants and contracts. May never happen again, but it is stellar performance. 4 units are \$1 M producers. \$4-5 million up to \$12 Million runs in cycles. We are doing well.
5. All positions requested are approved
6. 1 of 13 divisions within MU. The University as a whole is suffering with a decline by \$30 million in revenue. Discussed the 5% cut in rate that was taken and there is still \$7 million deficit.
7. May expect enrollment to rebound

8. Possibly another one-time reduction to come
9. Chancellor more money for campus strategic initiatives
10. All HES units were able to take cuts without letting go full time employees.
11. This is not the time to hunker down and lay low; continuously be reflexive in evaluating what's core but also go after new initiatives. Don't just tread water.
12. Asked "What is the missions of the University of Missouri?" Discovery and application of knowledge.
13. Spend time on discovery and dissemination of knowledge.
14. Research is and can be a revenue producer.
15. This is a period of transition. HES has the largest group of assistant professors.
16. Discussed the search for the Dean and read an email from Garnett Stokes, Provost, regarding the HES search and others that are on campus.
17. Search Committees are ready in SSW and PFP to begin and continue search for unit leaders.
18. Discussed rumblings about reserves in units.

The faculty expressed their thanks to Interim Dean Rikoon for continuing to lead the College for another year. All wished him a happy birthday, as well.

A photo of faculty was taken on the steps of the Memorial Union.

Respectfully submitted

Teresa Howard  
Program/Project Coordinator II  
Executive Assistant to the Dean  
August 23, 2016