

## College of Human Environmental Sciences

Fall Faculty and Staff Meeting

Minutes

August 17, 2018, 8:00-12:00

Leadership Auditorium, Student Center

Dean Sandy Rikoon welcomed faculty and staff to the annual Fall Faculty/Staff Meeting. Introductions of new Dean's Office Staff included Johanna Boyer, Business Support Specialist II in HES Fiscal Office, Monique Jones, Office Support Assistant IV in HES Student Services, Liz Townsend Bird, Senior Director of Advancement, HES Office of Advancement and External Relations. Sara Grahn-Nilsson will also be a student assistant in the HES Student Services Office. New faculty in departments included, James Green, Assistant Teaching Professor and Director of the Office for Financial Success in the Department of Personal Financial Planning; Dr. Ashley Givens is an Assistant Professor in the School of Social Work, along with Dr. Ann Janku, Associate Research Professor, School of Social Work.

Also announced, Dr. Christine Proulx will be interim chair of the Department of Human Development and Family Science on one-year appointment starting September 1, 2018. Dr. Bimal Balakrishnan became chair of the Department of Architectural Studies on July 1, 2018. Dr. Ruth Tofle and Dr. Benyamin Schwarz (ArchSt) have retired. Nutrition and Exercise Physiology announced the hiring of Sara Buckaloo ??? and Dr. Katherine Anguah, Assistant Research Professor in Nutrition and Exercise Physiology.

Promotions were also announced for Dr. Victoria Vieira-Potter from Assistant Professor to Associate Professor with Tenure, and Dr. Pam Hinton, from Associate Professor to Full Professor, Department of Nutrition and Exercise Physiology. Dr. Sara Killoren Assistant Professor to Associate Professor with tenure in the Department of Human Development and Family Science. Dr. Jung Ha-Brookshire, Associate Professor to Full Professor, Department of Textile and Apparel Management. Post docs were also announced Fiorella Chavez and ? Sanders in Human Development and Family Science.

Jordan Stevens statistical consulting for one-year will work with faculty for research purposes.

Liz Townsend Bird provided an update on HES Advancement statistics. She thanks her mentors, Sue Mills and Nancy Schultz (both former HES Advancement Directors) and Dean Stephen R. Jorgensen who hired her as External Relations Director several years ago. She is in her fourth week as Senior Director of Advancement, and gave credit to Ann Solomon and Nancy Schultz for the advancement achievements for the college. \$1,978,000 brought into the campaign. Campaign – Our Time to Lead – HES Total goal was 16 million and we have surpassed that with two years left in the campaign for a total of \$17,058,462. Private and public colleges/universities are going to be in perpetual campaign mode. Focus is to build significant pipeline for the next donors. Try to not have donor fatigue. Lillie Downing will schedule appointments with chairs and directors to touch base and determine what is being done with external constituents.

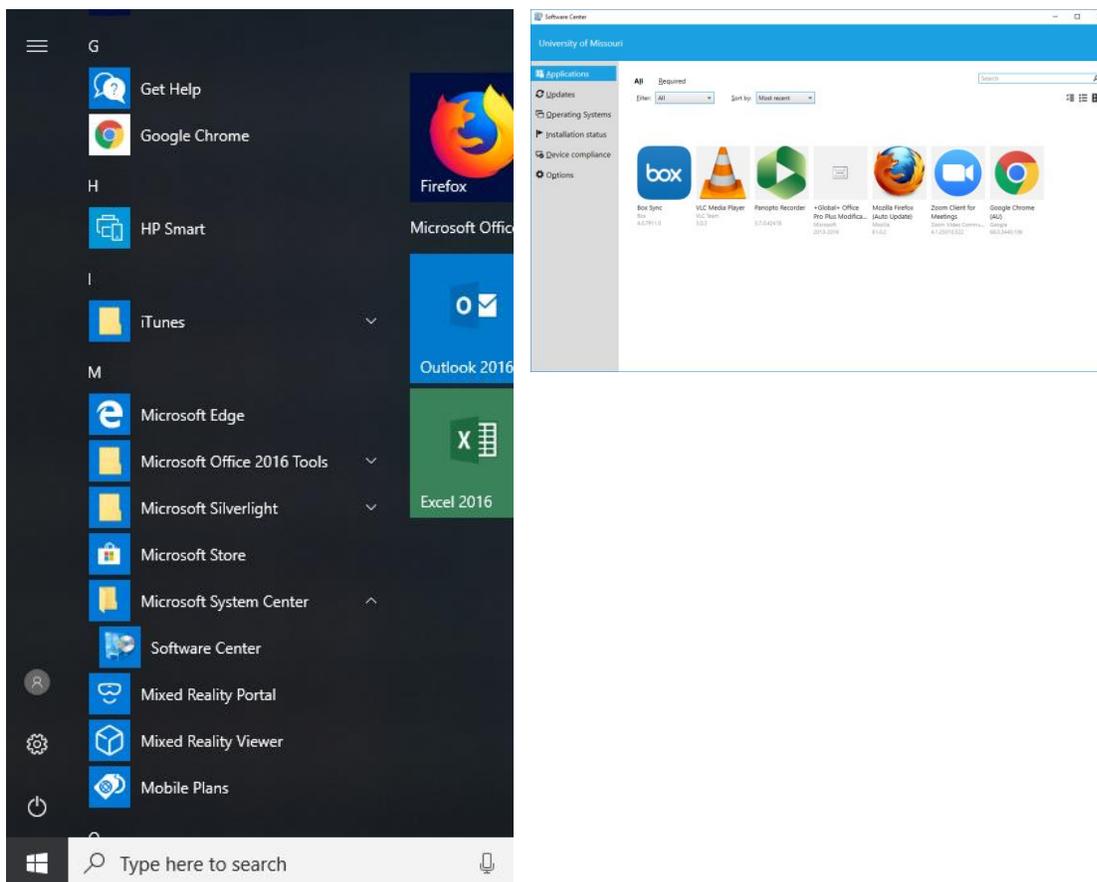
E-learning update was provided by Briana Johnson HES Instructional Designer. She provided a PowerPoint on significant changes.



Presentation1.pptx

Highlights include: Blackboard to Canvas migration. Panopta to replace Tegrity. Media hosting with Cultura. Canvas update – custom view.

Jonathan Weng mentioned the software Center that is available on PC



Dean Sandy Rikoon introduced the next two presentations, indicating that the purpose of meeting in Fall and Spring is to introduce faculty and staff to each other and to give insight in to what others are doing.

RESEARCH PRESENTATION -- Dr. Ginny Ramseyer Winter, Assistant Professor, School of Social Work – Investigating Body Image and Health. She also presented information on Fostering Well-Being pilot for teen fostered youth (ages 12-19).



BI research.fall HES  
faculty retreat.pptx

Dr. Miriam Martinez, Assistant Research Professor and Director of the Center for Family Policy and Research (CFPR), gave a presentation about the CFPR. Faculty were asked to SAVE THE DATE for the CFPR Open House for October 25 at 3:30.



Miriam\_2018\_HES  
Faculty Meeting.ppt

Dr. Jung Ha-Brookshire, Associate Dean for Research and Graduate Studies discussed “What can we do together” and suggested experimenting with something new and hang out together. She will be hosting research socials, two in the Fall and two in the Spring – a happy hour at Tiger Bistro in the Alumni Center. Informative program; focused on common themes and topics. Get together and share what you are doing. Broad topics to help stimulate discussions and funding. Steer ourselves to meet the goals of the funders.

**HES**  
**Research Socials**  
2018-2019

Thursday, September 13, 2018  
**Urban Societies**

Thursday, November 1, 2018  
**Rural Societies**

Thursday, February 7, 2019  
**Technology & Societies**

Thursday, April 4, 2019  
**Strong, Healthy Communities**

Tiger Bistro, Reynold's Alumni Center  
4-6 PM  
Appetizers served; first 10 participants  
will receive a FREE drink ticket.



University of Missouri  
College of Human Environmental Sciences

Campus Research Growth Plan – Dean Sandy Rikoon – Discussed RIF and GCI and changes. FY19 last ear for GCI – plans honored for this year. Committee formed to look at GCI, was it leading to growth in grants and contracts. Based on performance of grants, providing F&A. Develop incentives that address high research productivity based on other than F&A. Examining the RIF (24%) whole process. Information coming in days or weeks. Timeline is uncertain. Chancellor Cartwright is a strong advocate in pumping up performance on the AAU metrics. Double research expenditure – double – grants, citations, national academy and awards. Will release a research growth plan with strategies to reach

these goals (Mark McIntosh). Institutional effectiveness. Call to hire 100 new faculty over 5 years, signature and cluster hires for immediate impact on the AAU metrics. Develop a college growth plan – by end of September and feedback to campus by mid-November. 20 new hires per year not including start up. More instructions on this are to come. A request was made to have faculty input into future research gatherings.

Dale Fitch, Director, School of Social Work, provided an update from the Inclusion, Diversity and Equity Committee for the College of HES. There is a need to replace some members who have left. Discussions took place within the inclusive excellence framework; access and success. Develop diversity. Identify extracurricular activities, increase retention; building off of the campus climate survey. Where do we begin? Intercultural Development Inventory, part of the task force. Help units to come up with specific plans for our efforts. End goal is to development a plan for HES. This has been two years in the making; get recommendations to the Administrative Staff Council. Key is for units to constantly engage with initiatives. Plan to have a workshop in August 2019. Target what we're doing and what we could do. Do an assessment. Time for action. Update with funding – HES received funding to enhance ADA access for Gwynn and Stanley. Diversity recruitment hire request was not funded. How do we spend our resources. Decide as a college. IDE integrated into the programs and not just a workshop. Shape institutional changes.

1. Student Services Update from Vikki Shahan, Student Services Director. The past year sponsored workshops for faculty and staff and roundtables. **Good News** – student credit hours are increasing. **Really good news** – freshman enrollment up – 150 with an addition 30 that Alex Embree met with. New statistics are great. All units even with what we've been at.
2. **High School visits are way up.** Top 25 schools feed into HES, with some of the top from Columbia High Schools and Jefferson City. This year Athletics to host 2,000 middle school students and will bring them to academic units. Regional professional development 300-400 middle school students – non-traditional career paths. **Building a recruitment pipeline.**
3. **Job Placement Career Outcomes for HES 90% in jobs.** Report that they are getting great jobs in their field. High response rate that exceeds that of other SEC units.
4. **HES has the 2<sup>nd</sup> highest student retention on campus.**
5. **MU Connect Electronic System** – automated program to keep in touch with students either for praise or to raise flags. Core 42 State Mandate on Gen Ed. – Community colleges and transfers.
6. **Retention and Recruitment** – Promote your minors; invite HES Ambassadors into class as resource in the major.
7. **Round Table Form** – what do you want to see this academic year.
8. **Springfield, MO recruitment event** – MOACTE promoting HES college areas; met with PFP and FACSed, Mizzou alumni and a lot of non-HES people. Enrollment is forecast at MU (freshman) to be 4,600-4,700.

Update for MU Faculty Council Representative – Clark Peters, Associate Professor, School of Social Work. Dr. Peters will be serving as the HES Representative and is also now the Chair of Faculty Council at MU. Advocate to speak for shared governance. Involve faculty in decision areas of the college and university. Being too broad can be a handicap. Faculty Council discussions – **GCI/RIF** – committee formed of 12-15 people; look at the infrastructure; how to compensate; honor and recognize what contributes to the AAU. We are already doing these things. Send questions to Clark Peters; encouraged to speak up and attend Faculty Council Meetings if you wish. **Teaching Evaluations** – how to understand teaching effectiveness. **Research Infrastructure. MU Committees. Promotion and Tenure** – teaching evaluations statement.

Update on the College from Dean Sandy Rikoon – HES trends high in what we do; but HES does poorly in what we get returned to the college. Boast of the Week – lot to brag about. College Factuials ranking for MU HES 5 of 134 – students looking for a potential college identify this as a good source. Our rankings come from all of the efforts of faculty, staff and students. All of the units perform well. 3 units are over \$1 million and 2 units are over 2 million per year in research. Rate reallocation – model to change on how this is divided up. Great faculty, staff and students; recruitment and retention – all about human capital. 27 proposals – 17 % more than last year; 18% up in Awards. Research expenditures are \$1 million ahead of last year. We have great news about Advancement. This year the Dean will focus on training the Provost with providing background since the Provost comes from a non-land-grant school and where there wasn't a college of HES. Provide a tour of the College. Retirements are reducing the full professor ranks – Larry Ganong, Jean Ispa, Ruth Tofle, Colleen Galambos are full professors who have retired or left MU. That's about 120 years of experience. HES is comprised of a very young faculty. There's a lot of responsibility on Full Professors. This is a lot of leadership loss. We need to replace them. Leadership is everyone's responsibility. You don't have to wait; you can get things done. Budget is of concern -- \$1.4 million cut in HES allocation over the years, first 5%, then 12%, then 8% this year but with some coming back for raises. These are real hits. The College operated a loss last year, no horrible because the units have healthy reserves. Not consistent across units – some were in the black and some in the red; but overall good to have saved funds. Focus on increase revenues and lobby hard to have HES get back our fair share. HES doesn't have fat. This is a revenue issue. Look at clever ways to gain revenue. Recruiting students is all our responsibility. Talk up the units; be an ambassador for the College. Implementing a new program in the College – Community Partnership Program – discovery and delivery – University mission. Each unit to develop relationship/partnership with non-profit community organization, preferable non-governmental but related to the unit's mission. Develop research and service; bridge the academic mission and establish links, and determine how both can benefit. Requested a Community Engagement Coordinator but the proposal wasn't funded. Fund some expenses for building relationships. Use Extension to help building those relationship, but this is not an extension program. A suggestion for a resource was CoMo Gives as a source for a catalog of non-profits by category.

Meeting adjourned.

Respectfully submitted.

Teresa Howard,  
Senior Program/Project Coordinator  
HES Dean's Office