Welcome Back
College of Education
Faculty and Staff

August 21, 2013
Welcome New Faculty and Staff

• Cary Groth- Ed leadership- Higher Ed Emphasis
• Rachel Salas- Literacy
• Linda VanCitters- Field-Based Faculty in Teacher Education
Opening remarks

-Talked with external key stakeholders (e.g., UNR president, Provost, Chancellor of the HIED system, State Sup, WCSD Sup)

• All hold the COE in very high regard - as we know this is not always the case in many states
• All want to work with us
• (we’re) in a unique position, others want to show that they are helping work toward solutions in education
• - Internal to COE – Themes – pride in the college, quality focus, wanting to move ahead
The Path
Operating Principles

- CQI (Continuous Quality Improvement) – Why?
  - Ongoing systemic quality tied to individual motivation, productivity, job satisfaction, well being, et. al.

- Being Great (Collins)
  - Improvement is more tortoise than hare
    - Data informed decision-making not impulsive-driven decision-making
  - Zero in on- What are we passionate about? What can we be best at?
  - Cultivate a climate and system where we are not demotivating the self motivated
  - Retain absolute faith we will prevail and improve at the same time confronting the most brutal facts of the current reality
Moving down the Path

- Summary of **July 15 note** to all of you
  1. Balance making change and understanding the inside
  2. Program meetings
     1. Your strengths, challenges
     2. Priorities, goals?
     3. Supporting data
  3. Send me articles
  4. Priorities
     1. Organization flow
     2. Meeting and exceeding goals and expectations from key stakeholders
     3. Director of Development
  5. Coffees
     1. Optional, get-to-know each other opportunity
My Vision

• ‘Going West’
Goals- 5 Year plan

- High Performing Top Quartile COE
- Top 100 (US News
- 3 star programs per NCTQ
- Viewed as indispensable by key stakeholders
- Increased Diversity of Offerings, Centers, Research
- Highly correlated Enrollment and Graduation Rates
- Research and Development Leader
- Benchmark Goals in Yr. 1-Yr. 3-Yr. 5
Going from Here- interdependent quadrants

Curriculum- Undergrad, Grad

- Dev Grad Pogms
- Math/Sci ED
- External Accreditations
- Common Core Infusion

Pressures
- NV HE
- NV SDE
- WCSD
- TE Reform
- NCTQ, NCATE/CAEP
- Balance Diverse Portfolio (ED Lead, HDFS, Counsel.)

Key Informants (External to COE) Challenges Identified (Internal to COE)
Doctoral Program

- ▲ Fac. Recruitment
- ▲ Collaboration
- ▲ High Quality Research
- ▲ Value Added Research
- ▲ Develop the Program

Pressures
- Carnegie Ranking
- R/H to R/VH
- Land Grant University credibility and leadership
Research, Grants, Centers

- WCSD
- Rural Community collaboration
- Multi-Disciplinary Research
- 12Mil (7 yrs) (Development goal for the COE)
- **Pressures**
  - Scrutiny – University Goals:
  - Research Active - 95% faculty
  - Grant/Contract Active - 90% faculty
Organizational Flow

- Structure
- FE
- Governance
- Website
- Graduation rates
- Diff. Role Statements
- Faculty Recruitment and Retention

- Pressures
- Budget
- Efficiency
- Empowerment
- Fairness/consistency
Governance

- Executive Council
- Committees

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Process

- Operate with a ‘more clarified’ current structure until more data is gathered, benchmarking done, Provost’s recommendations taken into account…
  * propose structural changes
- Committee chairs report 1x per month to the Executive council
- Agendas and brief summaries of Executive Council meetings to be posted on Web-site along with referenced materials
- Updated vision and progress at all faculty/staff meeting projected for the end of October