

**JOHN CARROLL UNIVERSITY
PROVOST'S COUNCIL**

Jeanne Colleran, Medora Barnes, Sherri Crahen, Margaret Farrar, Sr. Katherine Feely, SND,
Martha Mondello Hendren, Jim Krukones, Mark McCarthy, Al Miciak, Michelle Millet,
Terry Mills, Maryclaire Moroney, Ed Peck, Mindy Peden, Nick Santilli, Elizabeth Stiles,
Brian Williams, David Wong.

March 16, 2016
9:00 a.m.; CAS Dean's Conference Room
Minutes

Present: J. Colleran, M. Barnes, G. Compton-Engle, S. Crahen, M. Farrar, K. Feely, J. Krukones, M. McCarthy, A. Miciak, M. Moroney, E. Peck, M. Peden, N. Santilli, E. Stiles, B. Williams, D. Wong

J. Colleran began the meeting by reviewing developments concerning diversity at the University. During the preceding hour, members of the senior leadership hosted a breakfast meeting with faculty who had criticized the February 3 community forum for framing the topic of diversity within an explicitly religious context. The meeting had gone well, and J. Colleran said that she could send a letter to the campus community summarizing the results if this is helpful. In addition, there will be a webinar on diversity training on March 29, which the senior leadership has agreed to take. In April John Carroll will host a performance of a play performed by off-campus visitors called "Inside Out," which focuses on diversity issues. Some members expressed concern that the March 29 event in particular might be undertaken without sufficient preparation. It was suggested that an in-service event about diversity might be more effective. S. Crahen thought that it might be wiser for the vice presidents to work with their divisions rather than stage a campus-wide event. M. McCarthy urged making use of the expertise available within the John Carroll community and said that high-impact events involve tough conversations that attendees are likely to find difficult. S. Crahen mentioned that the Diversity, Equity and Inclusion Committee was scheduled to attend the National Conference on Diversity, Race and Learning in Columbus early in May and would report on what they learn there. It was suggested that the Committee subsequently assume a larger degree of responsibility for diversity efforts on campus. K. Feely asked whether all of these efforts would be represented in the University Strategic Plan and was told that they would be. The Provost Council will review these suggestions and formulate a plan for the remaining of the semester.

The meeting next returned to the topic of changes in the orientation and registration of first-year students. M. Moroney said that efforts at effecting those changes were proceeding apace. All incoming first-year students will be asked to identify two majors and two minors. Meanwhile each department chair and program director has been sent a request asking them to list the three courses they would want first-year students interested in their programs to take. Once all of this information has been gathered, the advising office will begin preparing block schedules. In May we will begin collecting actual data from first-year students. They will be asked to take the College Student Inventory (CSI) in connection with the "First in the World" grant. In relation to

the categorization of incoming first-year students, E. Peck asked whether a term other than “undecided” might be used for students who had not yet settled on a major.

J. Colleran then turned to summarizing the major accomplishments of the past several months. Those accomplishments include: the University learning goals, the changes in orientation and registration for first-year students, academic policy review, efforts at improving diversity at John Carroll, and the “First in the World” grant, which has begun to emerge as a major means of achieving our goals for student thriving. All of these initiatives can be linked to the University Strategic Plan and will enable the University to become a more integrated unit. J. Colleran expressed thanks for all of the work that has made these accomplishments possible as well as the hope that those involved in this work have found it gratifying.

J. Colleran next asked what the Provost’s Council might do to help close the communication gap and improve morale at the University. The question was prompted in part by the fact that, the day before, she had heard the concerns of the Staff Council. E. Stiles suggested that John Carroll needs an internal communication plan. J. Colleran observed that, of the three elements crucial to the success of any academic institution—a strategic plan, a strategic budgeting plan, and a strategic communication plan—John Carroll has done good work on the first, is addressing the second, and needs to look at the third. M. Barnes said that we need to be aware of the power dynamics involving the staff. M. Farrar noted that work on the strategic plan could help build morale by bringing people together. G. Compton-Engle suggested that effective communication involves planning ahead. A. Miciak said that good communication involves attentive listening as well. M. Peden noted that some faculty fail to listen because they think listening doesn’t make a difference, at the same time suggesting that the situation has been improving. M. Barnes added that some people simply don’t know where to go in order to get the necessary information. E. Peck suggested that we, as campus leaders, can write “new scripts” instead of allowing the campus community to fall back on the old ones; one of the new messages would emphasize the effectiveness of the Provost’s Council. The meeting ended at 9:55 a.m.

Minutes recorded by J. Krukones