

College of Education and Health Professions
Report to the College Council

Dean Reed Greenwood
October 19, 2007

Colleagues,

The associate deans and I had a very good meeting with George Denny, your Council Chair, to discuss the agenda for this meeting and other issues. George indicated that the Council would be very interested in a review and discussion of budget issues. I am providing some information relative to general budget issues and more specifically related to salaries.

Fifteen for the Future

I am pleased that the Fifteen for the Future group has gotten started on their discussions under the facilitation of Dr. David Williams, retiring Executive Director of the Ozark Guidance Center, our regional mental health program. I shared some information with them about the college's vision, mission, goals and some historical highlights of the college since the year 2000. I look forward to their report to be shared with the faculty and with the search committee. I am sharing copies of the handout I prepared for them with you.

Search Committee

I will be inviting Provost Smith to meet with the College Council and with the Executive Committee (department heads, associate deans and assistant dean) this fall to secure input regarding the search for a new dean. The Provost has agreed to appoint the search committee early in the spring semester.

Personnel Document

We will soon have the working committee of faculty and department heads finalized to begin work on the revision of this important college document.

College Development Council

Our newly constituted development council will meet on October 26 for their first meeting. We have an excellent group of individuals who represent a variety of interests in health and education. David Parks, President of the Prairie Grove Telephone Company, and Brenda Gullett, former State Senator and specialist in human resources management, will serve as co-chairs.

College Progress Report

We again have a record enrollment for the fall semester of 3,177—undergraduate at 2,157, graduate at 1,009 and interdisciplinary doctoral at 11. I am sharing the progress

report that the Chancellor tracks on each college. The following indices are up this year over last year: ACT average; high school GPA average; new freshman enrollment; minority new freshman enrollment; undergraduate enrollment; graduate enrollment; total minority enrollment; total enrollment; undergraduate six year graduation rate; bachelor's degrees awarded; total degrees awarded; endowment total (from \$25.9 million to \$34.5 million); and research expenditures. A review of the progress report indicates where we did not increase or where the data are not yet available.

Grants and Private Gifts

We are off to a good start this year with new major multi-year grants in support of ELL (Janet Penner-Williams) and the What Works Clearinghouse (Gary Ritter). We are also pleased that Gay Stewart from Physics working with Mike Wavering secured a major three year grant to support students preparing to be math and science teachers. We are working on an endowment of \$1 million for a new center and a major in-kind software gift that will be worth about \$1.4 million along with other activities. We have secured \$42.9 million in private gift support for the college for the six fiscal years beginning in 2002 and ending in 2007.

There are many organizations and individuals interested in education reform and in helping the public school system to serve the 50 million plus children and youth who present themselves at the public school house doors each day. I have been very impressed with the sincerity and the commitment that many in the private sector, including the Milken Family, Bill and Malinda Gates, and the Winthrop Rockefeller Foundation, are showing to help us to realize the goals of our public education system.

Health is also a topic that is receiving considerable attention in the media, in the public policy arena and at national and international conferences. The rising cost of health care in this country is identified as a major issue that policy makers, individuals and families are dealing with on a daily basis. By one estimate public expenditures from all levels of government amount to \$1.7 trillion annually. National health plans are the subject of heated national debates as the two political parties move forward with the selection of the two candidates to run for president.

Lifestyle seems to be the operative word in helping to address this. If we could live healthier lifestyles through better nutrition, exercise, and other prevention strategies, we could devote increased resources to the improvement of our education systems. I am pleased that there is a working group linking HKRD and the Mann School working on a possible initiative on childhood obesity. This is a topic of national concern and one that considerable funding is available. For example, the Robert Wood Johnson Foundation has committed \$500 million over the next five years to this area.

These experiences reinforce the importance of the work that we do in this college in both education and health. We are in an era where education and health are being recognized, not only as essential areas for the welfare of our nation, but worthy of significant private and public investments. The past two legislative sessions focused almost entirely on public education and additional resources have been allocated to our public schools to help them improve their effectiveness with their students. And, our college has benefited from increased allocations to programs such as the Arkansas Leadership Academy to assist the K-12 system.

Faculty Searches

We are conducting several tenure track and clinical searches and it is important that we identify a national pool for these important faculty positions and select the best faculty possible for this college. Your assistance in helping identify prospects and to share them with the search committees will be important to the success of these searches.

Budget

Although we have not heard officially, we are anticipating the two percent reallocation again this year and are beginning to think about ways that we can deal with this if it happens. Your suggestions will be very helpful as we move forward with this.

We are operating under a spend down policy that limits our carry forward to reserves to 5% of the state and tuition dollars we receive. We do have an opportunity to bank some funds for special situations but they are approved by the Vice-Chancellor for Finance and Administration. This past year we were allowed to bank some funds for faculty salaries; but most of our opportunities to carry over funds have been to complete renovation projects that we have planned or for other capital/equipment expenditures.

The college received \$25,000 new funds in our budget this year from the new allocations of state funds and tuition dollars. This does not include the salary increases that we received at the end of last year. We also received funding for one new position in health science, but not to be funded until the position is filled, which will not likely be before fall 2008.

So, it is even more important that we continue to secure other sources of funds through grants, gifts, and program income through our cooperative program with the School of Continuing Education and Academic Outreach. The program income from SCEAO is returned to the college and divided among the participating departments in consultation with the department.

Faculty Salaries

Initial Salaries. Faculty salaries at the time of initial appointment are set in consultation with department heads and must be approved by the Provost.

Merit Increases. Merit increases are determined according to College and University policies. Final ratings from the department (unless the Dean takes exception and asks for a review) are used by the department heads to make recommendations about specific raises. The internal process for setting the raises is set by the department and administered by the department head.

Adjustments for Promotion in Rank. The Chancellor and Provost determine the funds available for merit increases. The funds for adjustments based on promotion in rank are taken from the overall pool that is available for merit increases. The balance is available for merit increases.

Other Adjustments Using Merit Increase Pool. The amount of increase available to the College also includes the same percentage increase on unfilled faculty positions and the funds allocated for graduate assistants. These funds may be used at the discretion of the Dean and may be used for salary adjustments.

Other Salary Adjustments. If the funds are available in the salary funding to the College or new funds are secured through the Provost, salary adjustments may be made at

other times during the year. For example, adjustments may be made when a faculty member receives an offer from another institution and the Department Head and Dean determine that a counter offer is required to retain a valuable member of the faculty.

Thanks again for your service on the new College Council and I look forward to working with you this year. We have a lot to do and are entering an important transition phase for the college with the prospects of recruiting a new dean.

Reed Greenwood
Dean