

## Herb Dershem

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**From:** Sent for: campusmail@hope.edu [campusmail@hope.edu]  
**Sent:** Friday, October 01, 2004 2:06 PM  
**Subject:** Provost's Newsletter to Faculty Oct, 2004

>==== Original Message From Lannette Carson <carson@hope.edu> =====

CAMPUSMAIL DISTRIBUTION (From Provost's Office)

Dear Colleagues:

It's hard to believe but we are now over a month into the new semester. September has surely been a beautiful month for us to enjoy, probably too nice to be conducive to students attending to their class assignments. I hope that has not been the case.

Since I believe it's important to share information concerning the academic program, I periodically try to write an email message that will let you know some of the issues that the deans and I are dealing with. The following will attempt to do that.

Faculty recruitment for 2005-2006:

The deans have reviewed 12 requests for filling tenure track positions that will be open next year because the current position holders are retiring or not returning next year for other reasons. Each of these positions is currently being advertised and the final permission to actually hire to the position will be finalized shortly. We have also received four requests for full-time one-year sabbatical replacements and four new positions. These latter two categories are being reviewed with the president and I will inform the affected departments as to the approval or disapproval shortly. As we move into the recruiting season, I remind everyone of our goal to aggressively seek candidates from underrepresented groups so that we increase our potential for hiring. I suspect that all of us know outstanding faculty of color, both from our own disciplines and outside our disciplines. Therefore, I encourage you to share names of those individuals with my office and we will develop an inventory that can be shared with all departments.

HERI Faculty Survey:

Each year the Higher Education Research Institute at UCLA conducts a faculty survey that addresses a broad range of work place issues related to faculty. Although Hope faculty annually complete the internal survey prepared by the PIC, we have not done the HERI survey for some time. This year I have signed up to do the survey. There are two reasons to do this. First, it will give us national data with which to compare our perceptions and it's important to do this periodically. Second, we were asked specifically by the Michigan Campus Compact (of which we are a member) to participate in the survey. The Compact has added a short group of their own questions that will help assess perceptions related to service learning issues. They want to analyze the Michigan school data as a cohort and compare it to national data. Further, they hope to use this data to justify the value of service learning and use it to help solicit funding support. You will be receiving the survey later this month with a cover letter from me encouraging you to take the time to complete the survey. If you don't complete it by a certain date, you will get a reminder from HERI. Our office does not ever see the survey (you mail it directly to HERI) nor do we know who did or did not complete it - everything is confidential. I can't emphasize enough how important it will be for you to complete the survey so that we can get the fullest value out of the analysis. It will be easy to bury the survey in the pile, so do it when it arrives and be done with it! Thanks!!

Campus visit by Larry Braskamp:

On October 5 and 6, Dr. Larry Braskamp from Loyola University and two colleagues will be



on campus to interview a group of faculty, students, and administrators for a project entitled "Fostering Student Development through Faculty Development." The report on the initial phase of this study is available at [www.luc.edu/projectfaculty](http://www.luc.edu/projectfaculty). The overall project is based on the premise that student development requires faculty to play an important role in the life of students and that faculty themselves need to be recognized and nurtured as "whole persons" if they are to be effective models and mentors for students. The study is trying to better understand the role of faculty and staff at the church related colleges in fostering the development of students, including their spiritual development. The outcome will be a book that will assist campus communities in engaging in conversations about the holistic development of students. Hope is one of eight colleges being visited because the authors believe that we are intentional and effective in addressing this issue. For those who don't know, Larry Braskamp's son attended Hope and Larry has been a guest speaker here. My special thanks to Lannette Carson who has helped put together the schedule of interviews over the two days with a multitude of persons. If you are to be interviewed, you already know and I ask you to make it a priority. Although this involves only a small number of you, I thought all of you should be aware that this is going on. I think it's a compliment that Hope was selected for this study. It's my goal to invite Larry to come back and share the results with us and engage in further dialogue about the relationship between student development and faculty development.

#### Search for Dean Gentile's replacement and interim appointment:

Dean Jim Gentile has informed me of his phased resignation from his role as Dean for the Natural Sciences. Jim will continue full-time until December 31, 2004 and then serve half-time from January 1, 2005 until April 30, 2005 at which time he will move full-time to his position as President of The Research Corporation. We appreciate Jim's willingness to stay with us a bit longer to ease the transition to a new dean.

A search committee was appointed in July and it consists of the chairs of all the departments in the Science Division. We have already worked through the development of the job description and job requirements and the position is now being advertised. It is our goal to begin the candidate review process in November, conduct interviews in January and February (a beautiful time in Michigan!), and hire someone for July 1, 2005. If you know of potential candidates, please submit those names to me.

To handle the responsibilities of the Dean between January 1 and April 30 (part-time) and the hiring of a new dean, I have appointed Professor Herb Dershem to serve as the Interim Dean for the Natural Sciences. Herb is already meeting with Dean Gentile and they will work collaboratively between January 1 and April 30 to provide a smooth transition. I am confident that Herb's experience as an administrator and his respect from his colleagues will enable him to be an effective interim dean. I'm sure he will appreciate your support as well. All of the details re the search committee and Herb's appointment were shared with the Science Division faculty some time ago; however, I thought all of you should be aware of these actions.

#### Budget Issues:

I want to commend all of you who are responsible for overseeing budgets. Because of your diligence, the academic area helped contribute to the end of year surplus. As a result the Academic Division has been awarded an additional \$50,000 beyond the \$100,000 for capital equipment that was awarded earlier. Also, the library received an additional \$50,000 to support the periodical budget (which is now \$412,000). We have restored a \$75,000 fund to provide matching dollars for grants that may require a cash match. In total, the academic division will expend \$270,000 on academic related equipment and resources. Finally, we have begun to establish reserve funds for the theatre equipment inventory and the fitness equipment at the Dow. I hope the above demonstrates that when we are all responsible with our operating budgets and we end the year with a surplus, these resources



come back to the academic program to support needs in multiple areas. The Deans Council is continuing to develop a capital equipment needs list and we will update and reprioritize it annually. I'm not going to list all the specific equipment we've purchased, but I'd be happy to share it with you if you are interested.

Do you have a good book to recommend?

One of you recently suggested to me that it would be helpful for faculty to inform each other if they have a particular book that they think would be a good read for other members of the faculty. Now I know that this could open Pandora's Box, but I hope you help us identify books that you think would be broadly applicable to the faculty and our roles both inside and outside the classroom. An example of how this is currently being done is demonstrated by the books recommended to us for reading in relationship to CIS. So, if you've found a gem and think others need to know about it, send the information to our office and we can periodically post these on our website.

Identifying students in trouble:

For the last year a team from the Registrar's Office, Academic Support Services and Student Development has been meeting regularly to review students who are surfacing with academic and behavioral problems. This has proven to be very successful in providing more effective early intervention and also to remove students who are a detriment to the campus. However, we know that there are students we miss and this is where you can help. If you are seeing students in your classes who demonstrate signs that they are in trouble (frequent absences, signs of alcohol abuse, potential depression, etc.), please send an email to Richard Frost in Student Development and inform him about what you are seeing or experiencing. He and his staff will follow up and determine an appropriate course of action. This is a big campus and we need everyone's help as we seek to maintain a healthy learning environment. Your support will be appreciated.

Campus Security:

The administration has had several discussions recently re campus security due to some unwanted intrusions into our campus and the relatively relaxed attitude towards security by many in our community. I am particularly concerned about academic facilities being totally accessible to all persons late into the night and on the weekends. Thus, we are intending to lock our academic buildings on 6 p.m. Friday until 6 a.m. on Monday. During that time faculty and students will have access to the building through their ID cards. We are currently evaluating the card access process to insure that everyone who needs access will have access and you will be informed through a campus-wide email when this is instituted. At this point, I want you to know that this is coming and to make sure that you carry your ID card at all times.

We know that some won't like this, but it is very important. I am concerned about both faculty and students who work and study in isolated areas late at night when anyone can access our buildings. Your cooperation in being vigilant about security and calling Campus Safety if you perceive that non-college personnel are in the building or using our computer labs will be appreciated. If we all serve as eyes and ears for the campus, it will be a tremendous help to our Campus Safety staff who can only be in one place at a time on a large and ever growing campus. Thanks for your help!

Classroom courtesy:

One of our goals, especially in the new Science Center, is to provide classroom furniture that is flexible. The challenge now is that some faculty are shifting furniture and then not putting it back in its original shape after the class. The next faculty member then has to take time to put it back in order. So, my simple request is to leave the classrooms as you found them with clean boards and furniture back in order. I'm sure your colleagues will appreciate your courtesy.

Closing comments (yes, finally this is almost over!):

I want to express my appreciation to all of you who attended the CIS sessions and



encouraged your students to attend. If you didn't attend, it was your loss. The CIS planning group, to whom I've already expressed my appreciation, gave us a terrific symposium with lots of challenges. It is my hope that the conversations will not end, nor will our constant effort to bring change to our community through our understanding of race and culture. I do know that Peter Gomes became a Hope convert during his stay and said he would welcome an invitation to return.

My thanks to each of you for what you do to make Hope College an exciting place to teach, learn and serve. There are so many good things going on across the campus; evidence that our campus is very much alive. May God encourage you each day in what you do as you help to shape leaders who can be change agents in today's hurting world.

Blessings,  
Jim Boelkins