ASU and DSC Consolidation Implementation Committee Call Meeting

Lovett Hall – ASU Campus

March 29, 2016

4:00 p.m. – 5:00 p.m.

The ASU and DSC Consolidation Implementation Committee Call meeting was held on Tuesday, March 29, 2016. The meeting was called to order at 4:01 p.m. by Arthur Dunning, President of Albany State University.

After Dr. Dunning welcomed the group, he mentioned the need to clarify information and encouraged committee members to speak up about concerns different perspectives.

Dr. Dunning and Dr. Carvajal discussed several topics:

1. Organizational chart
   1. Dispel the rumors
      * The college-wide org chart is already done. – Not true
      * All senior leadership positions have been filled. – Not true
      * ‘They’ got all the cabinet-level spots. – No cabinet-level positions have been filled.
   2. So what’s real?
      * First step: get Chancellor’s approval (met with him yesterday)
      * Filling cabinet level first (positions that report directly to the president)
      * Filling dean and chairperson positions will be the second level
      * A full organizational chart will be provided at a later date
2. How will we search?
   1. For leadership positions, there will be three layers
      * Layer 1 – local talent
      * Layer 2 – USG talent
      * Layer 3 – national talent
   2. We must remember that these roles will lead a new university; they will be coming for the new roles, not filling the old ones.
      * Evaluation of each role in meeting the demands of the new university
      * These demands are different based on each position
3. What about the rest of us?
   * + Over the next several months, plans will be developed for each “unit” (e.g. Academic Affairs)
     + We will assess the size of current staffing models and make adjustments as appropriate
     + Human Resources will play a key role in this effort
   1. Important to understand
      * We have created a framework based on best practices and current understanding
      * In the future, adjustments may be necessary
      * In every case, decisions made are based on the needs of the new university and its students
      * We are here because of your ability to understand and lead
      * CIC support will be vital

Dr. Carvajal opened the floor for questions.

In response to a question about how long national searches may take, Dr. Carvajal said that committees will be organized this week. He invited the group to recommend highly-qualified leaders for the search committees’ considerations; a summer deadline was anticipated.

When asked about making recommendations to preserve the best practices of both institutions Dr. Carvajal said that he and Dr. Dunning are open to receiving unbiased input, and that program initiatives are welcomed.

It was suggested that OWGs engage in teambuilding exercises.

The suggestion to provide a factsheet for CIC members was discussed and Dr. Dunning indicated that it was possible to provide one.

Both presidents reiterated that Albany State University’s HBCU designation and Darton State College’s access mission are protected in the foundational documents for the new university.

The meeting adjourned at approximately 5:09 p.m.