

Dean & Provost

Building and Leading Successful Learning Communities

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In This Issue

PROVOST PROFILE

Cheri Jimeno, interim provost at Montana State University-Northern, says motherhood prepared her for administration. Find out how.

SEE PAGE 3

DEAN DIALOGUE

Arts and Sciences dean Mary Jane Chase of Westminster College in Utah really knows her adjuncts.

SEE PAGE 5

WASHINGTON REPORT

Will a Supreme Court decision on courthouse accessibility affect public institutions?

SEE PAGE 6

POLICIES & PROCEDURES

Students abroad should not be out of sight, out of mind. These tips keep them safe — and reduce your liability.

SEE PAGE 7

\$ EXECUTIVE MANAGEMENT

An industry idea could help you get staff thinking about saving money.

SEE PAGE 9

LAWSUITS & RULINGS

Disability: Student loses claim because Northwestern University wasn't aware of his 'protected activity.'

SEE PAGE 14

A FULL ROUNDUP OF CASES AND WHAT THEY MEAN: PAGES 12-15

NEWS BRIEFING	2
RESOURCES	16
NAMES IN THE NEWS	16

Manage your adjunct corps by treating them like full-timers

At Westminster College in Utah, there are typical faculty support initiatives in place. Money is available for professional development. A faculty technology center offers just-in-time technical wizardry for better teaching. And this summer, a writing resource center comes online.

Pretty standard, except for one important difference: all of these perks, and more, also are available to the institution's nearly 140 adjuncts.

Westminster has developed an inclusive approach to managing its part-time instructors, creating a systematic process for recruitment, orientation, training, evaluation and retention of its adjuncts — a model Westminster leaders say is easily transferable to other campuses as long as you get up-front buy-in from all constituents.

The 2,500-student college used a three-year grant to study its (See **ADJUNCTS** on page 4)

MORE ON PAGE 4
• WHAT DOES A GOOD ADJUNCT LOOK LIKE?

University allows students to craft speech policies, consequences

During a Jan. 21 home basketball game against Duke University at Comcast Stadium, some University of Maryland students went too far. Some wore T-shirts plastered with 'F— Duke.'

Others roared offensive chants, clearly heard on national TV. Administrators, both in athletics and the executive suite, were aghast and embarrassed.

What university officials did next constitutes an approach that could work at your institution when you're faced with a divisive issue.

MORE ON PAGE 8
• WHAT THE STUDENTS CAME UP WITH

If not handled carefully, the Maryland issue could have blow up into unwanted media coverage, bad relations between campus constituents, or even the loss of corporate sponsorship dollars.

First, the university took to playing a pregame recorded message from head basketball coach Gary Williams. And university President C.D. Mote Jr. asked the state attorney general for an opinion: Can a public institution prohibit or punish the use of offensive language?

(See **SPEECH** on page 8)