



ALD

Academic Leadership Development

Weekly Session with Academic Leaders
April 29 | Summary

Reading: [How to Talk to Your Team When the Future is Uncertain](#)

Thoughts on Budget Cuts

- We need to keep investing in instructional design and development trainings in order to retain our students. Most students are not opposed to online courses as a whole, just poorly designed online courses.
- Budget cuts seem more complex than normal at this time, for example, budget cuts means fewer faculty, fewer faculty means larger class size, larger class sizes is especially problematic when we are not able to gather in large groups.
- It is important to involve all our faculty in the discussion, invite them to give their input on how these complex situations can best be handled.

Faculty Work Load Increasing

- Some faculty are being asked to take on courses (ie Composition) that they haven't taught in 20 years which is creating anxiety around competence and around balancing work load and research productivity.
- If faculty workload is increasing, do we need to reconsider the tenure process?

Strategies for making tough decisions and having tough conversations

- Have more frequent check ins with faculty, especially NTT faculty who are most vulnerable and fearful in this time.
- One important message for NTTs right now is to "be relevant," make sure your work is not only good quality work but also relevant work.
- Aim for compassionate pragmatic information delivery.
- Having clear, written workload expectations can alleviate some anxiety and confusion.
- Guiding principle: "How can we continue to advance the mission with the least disruption"

Perhaps a topic for future discussion: Data informed decisions are going to be important here, so what data do we need to make good decisions? Do we have it? Where do we get it?

Resource Links from the Chat Box

- Inside Higher Ed Article: [15 Fall Scenarios](#)
- [UM System eLearning's 4 Week Instructional Design Course](#)
- HBR Podcast: [We're Beyond Stretched](#)