

<b>DAY 1 – July 27, 2022 – 9:00 am to 5:00 pm</b>	
<b>9:00 – 9:15 am</b>	<b>Welcome and Introductions</b>
<b>9:15 – 11:00 am</b>	<b>Legal and Policy Issues</b> <ol style="list-style-type: none"> <li>1. System Policies &amp; Procedures <ol style="list-style-type: none"> <li>a. Faculty Remediation &amp; Grievance Processes</li> <li>b. Non-Renewals, Terminations and Reductions in Force</li> <li>c. Conflicts of Interest, Commitment and Consulting Time</li> <li>d. Misc. Policy Considerations for Supervisors</li> </ol> </li> <li>2. Divisive Concepts, Academic Freedom, Free Speech &amp; Intellectual Diversity <ol style="list-style-type: none"> <li>a. Board’s August 2021 Statement</li> <li>b. HB1012</li> <li>c. BOR Policy 1:11</li> <li>d. BOR Policy 1:32</li> </ol> </li> </ol>
<b>11:00 – 11:15</b>	<b>Break</b>
<b>11:15 – 12:00 pm</b>	<b>Department and Campus Leadership</b> <ol style="list-style-type: none"> <li>1. Role of the Department Head</li> <li>2. Assigning Workload</li> <li>3. Curriculum Revisions</li> </ol>
<b>12:00 – 1:00 pm</b>	<b>Lunch</b>
<b>1:00 – 3:15</b>	<b>Department and Campus Leadership (Continued)</b> <ol style="list-style-type: none"> <li>1. Academic Policy and Practice Changes – Initiated from SB55 <ol style="list-style-type: none"> <li>a. New Program Request Process</li> <li>b. Program Review and Evaluation</li> <li>c. Course Enrollment Management</li> </ol> </li> <li>2. Programmatic Changes and HLC Requirements</li> <li>3. Workload System Reporting</li> <li>4. Course Enrollment and Management Reporting</li> <li>5. Program Reporting</li> <li>6. BOR Academic Affairs Website – Internal vs Intranet</li> </ol>
<b>3:15 – 3:30</b>	<b>Break</b>
<b>3:30 – 5:00</b>	<b>Faculty, Staff and Graduate Student – Recruitment, Hiring and Retention</b> <ol style="list-style-type: none"> <li>1. Best Practices in Hiring</li> <li>2. Mentorship and Professional Development of Faculty</li> <li>3. Role in Promotion &amp; Tenure Process</li> <li>4. Building &amp; Maintaining Collegial Departments</li> </ol>

**DAY 2 – July 28, 2022 – 8:00 am – 12:00 pm**

<b>8:15 – 10:00 am</b>	<b>Human Resources Basics</b> <ol style="list-style-type: none"><li>1. Conflict Resolution</li><li>2. Communication – Dealing with Difficult Conversations</li><li>3. Employment Law &amp; Title IX Overview</li><li>4. Employee Accommodations &amp; FMLA</li></ol>
<b>10:00 – 10:15 AM</b>	<b>Break</b>
<b>10:30 – 12:00</b>	<b>Faculty Evaluations &amp; Salary Policy</b> <ol style="list-style-type: none"><li>1. Evaluation Timeline</li><li>2. Teaching observations</li><li>3. Objective and consistent reviews and ratings<ol style="list-style-type: none"><li>a. PDP, 3rd Year Reviews and Use of Standards Documents</li></ol></li><li>4. Constructive Plans<ol style="list-style-type: none"><li>a. Documentation &amp; Follow-Through</li></ol></li><li>5. Salary policy<ol style="list-style-type: none"><li>a. SDBOR Salary Policy Guidelines<ol style="list-style-type: none"><li>(a) Institutional Priorities, Market and Merit components</li></ol></li></ol></li></ol>