

Council of Chinese American Deans and Presidents Business Meeting Agenda

Saturday, November 2, 2019

University of Cincinnati Kingsgate Hotel & Conference Center 3:00pm-5:00pm Timekeeper:
Yong “Tai” Wang (Secretary)

I. Call to Order

The meeting was called to order by President Joanna Li at 3:00 pm along with Vice President Ni He (Phil), Treasurer Yeqing Bao and Secretary Yong “Tai” Wang

Members attended:

Sulin Ba, Yeqing Bao, Nicole Bates, Haiyang Chen, Wei Chen, Hang Che, Zhen Cong, Yi Deng, Shengli Fu, Su Gao, Xiaoru Guan, Phil He, Hanchen Huang, Yan Huang, Siuwa(Monica) Lam, Joanne Li, Ming Li, Zhanjiang (John) Liu, Hong Ma, Lan Ma Nygren, Yongwu Rong, Lawrence P. Shao, Tih Koon (Alex) Tan, Xuemao Wang, Yong “Tai” Wang, Jing Wang, Mei Wei, Deli Yang, Honggang Yang, Tieliu Tyler Yu, Mei Maranda Zhang, Shali Zhang, Helen Zhang, Jean Ju

II. Approval of the Minutes of the 2018 Business Meeting in Miami (due to the technical difficulty, the Minutes were approved after Meeting Item III: President’s Report).

The Minutes were shared with members, then we went through Minutes approval

Helen Chen: motion to approve

Yi Deng: second

All members approved it.

III. Board of Directors Annual Report – Joanne Li, President

Setting the goals:

- Provide strong organization and operation for CCADP
I assumed the Presidency last year.
- Create processes to promote efficiency and professionalism
Like any training, the first 48 hours after training are the most critical hours so that we need to practice what we talked about in this organization
- Convert our words into actions
We talked a lot of great ideas, but did not get them done. In this year we would like to see some things done.
- A new initiative to change the conversation of higher education – A white paper co-authored by Ming Li (past president), Joanne Li, (current president) and Phil He (president-elect) to capture our 2019 forum discussion
We use morning session and afternoon session to catch up your thoughts. We need volunteers for this organization.

Activities

- Board of Directors had 10-12 conference calls this year in planning not counting individual calls among ourselves.

- We hosted a mid-year teleconference on May 16 with 17 members participated and two guests/presenters.
We wish we could have more participants since we spent a lot time to prepare this mid-year teleconference.
- Under the leadership of our President-elect, Phil He, CCADP passed the External Communication Protocol.
- We also have group chat about CCADP, and one of the topics was unfair treatment for Chinese scholar. Some member asked CCADP to voice on it. I think that CCADP is a non-profit and non-political organization. However, if should speak for others, we are willing to do so. After careful discussion and consideration by the board, our President Elect, Phil He consulted some members and drafted a protocol sometime in May sometime. We would like to have your thought as well.
- On June 3, CCADP Board of Directors – Joanne Li (President) and Yeqing Bao (Treasurer) hosted the delegation from China Association of Higher Education (CAHE) in Miami, Florida.
- CCADP and CAHE signed a shake-hand MOU on June 3
- CAHE invited Joanne Li (President of CCADP) to present at the 19th International Forum of Higher Education hosted by CAHE and organized by Lanzhou University from October 11 -13.
- Joanne Li presented at CAHE 19th International Forum with over 1,400 guests and 180,000 people live stream in the event.
- Topic of the presentation is “Undergraduate Education and Talent Acquisition”.
The presentation is my own opinions.
- Subsequent request by CAHE to publish the presentation in its journal, the *China Higher Education Research*.
- Yeqing Bao, Treasurer, also initiated a membership campaign by recruiting a part-time student to help identify potential members.
- The campaign has been showing a lot of success. As of today, we have 103 members with 72 are currently updated paid membership.
- Preparation for 2019 forum with collaboration between BOD, FIU Business, and UC staff.
This year we have the most successful campaign for membership.
- The Board of Directors have worked well to make this year forum successful as you can see many new faces.
We also worked with University of Cincinnati, Xuemao, Helen and Regina. Thanks to the board of directors and Xuemao, Helen and Regina for organizing this year’s forum.

IV. Treasurer’s Report – Yeqing Bao

1. Influence(?)

When I took the Treasurer’s position. The transition become easier we just changed the name and move from one location to another. I received the check from Phil. We collected membership dues and registration fees.

2. Sponsorship

We got the diamond sponsorship from TEDU which is the highest we received so far, thanks to Joanne’s effort. We received In-kind donation from FIU and Support from University of Cincinnati (UC) through Xuemao and Helen’s effort.

3. Membership

Last year we had 34 membership and this year we have 72 members including existing and new membership.

Yeqing's CCADP Treasurer Financial Report:

\$53,228.32 total

Spent \$4,444.34 (We will have the report of the 2019 Forum cost later)

Account balance: \$48,783.98

Xuemaο pointed out the specific support from UC.

V. Expand the "CCADP Fellow" Program: - We had awarded CCADP Fellowships (\$500 each) to support members/prospective members for attending the Forum

- Should we expand it to become a structured mentoring program instead?

WE encouraged the chairs to join CCADP program. In the past years we got sponsorship from Yang Guo Cooperation, Fujian (three \$500 each). The first year we found 3, last year we found one and this year we found 2 fellowships

- How should it be designed (e.g., similar to ACE Fellow with matching fund from awardee's home institution)?

Phil talked about 8% Asian faculty on tenure and tenure-track of America's total professorship (approx. 80K); 2% Asians in A&P positions.

Asians are very under-represented in the fellowship of American Council on Education (ACE), neither we never seek ACE nor our Provost and President never nominate us. The Board would like to explore the way to expand this program similar to ACE. Among three Presidents, two went through ACE program.

Tai: Yi mentioned the we need to grow the organization. We need to mentor our promising faculty who have the desire to be leaders in the future. In order to have more deans, we should have more chairs, and in order to have more VPs, Provosts and Presidents, we should have more deans.

Yeqing: Chinese faculty about ¼ in the College of Business, most of them do not have the desire to be leaders. Nationwide, we are not doing well. They do not want to step forward. The first step is very difficult. Once they take the first step, it would become easier. We need to provide more mentorship for faculty members to step forward from their professor role.

John: My comment on the fellowship program, we should have a pipeline that is faculty members become chairs. We are at UC, and if you have special session (45 minutes) and ask 3-5 people to share their experiences of success.

Joanne: 16 years of CCADP with little improvement. We need to create a sense of urgency. Fellowship makes a lot sense. A study reported that there are less woman and minority

leaders. She asked some of the members to step up and participate in the mentorship program, to be a leader.

How does it work now - Invite CCADP members to nominate any chairs they know to sign-up for Mentorship program. CCADP dues would be waived. We give a check of \$500 for support the fellowship.

Yeqing: Announced two fellows:

Fellow: Shengli Fu, Chair, Department of Electrical Engineering, University of North Texas.

Fellow: Tih Koon (Alex) Tan, Chair, Department of Accounting and Finance, University of the District of Columbia

Pictures were taken with the Board of Directors.

Yi: Perhaps start with current CCADP members that are wanting to advance in their career/position & have them come forward expressing their desire & then pair them with a mentor to help prepare them for the advancement.

Start an On-line forum –maybe use WeChat as professional chat group. A WeChat group currently exists for social interaction. Have a particular WeChat group for mentorship program. We can help the job interview process.

Xuema: ask the two fellows how do you feel this forum.

Two Fellows: We learn a lot and eyes opening and appreciated support from CCADP.

Xuema: Chair Institute, volunteer

Ming: Can we have Chairs' Forum? Can CCADP create affiliation organization?

Fellowship program has not been defined. Need someone to volunteer to put together framework for fellowship program. 4 people volunteered for working group. (Can CCADP start an affiliated organization for chairs? – this group of volunteers could make this one of the talking points).

- Should selected Fellow(s) be shadowing one of the CCADP members who is in a President/Chancellor, or Provost or Dean's position?

- Eligibility of the applicants?

- Obligations of the mentors/mentees?

These points are not really discussed.

VI. Review of CCADP mission statement

- What do we want?

Board members have been asked what is CCADP's vision. Any other members willing to help to determine vision of CCADP? Who do we stand for? How to be more inclusive? Need some collective feedback from people. Want the task force to create a survey to ask questions what the CCADP means/does, etc.

What does it mean to you when the mission says this?

Survey will be instrument to identify how members think about diversity and inclusion.

Task force is not tasked to come up with a mission statement. Come up with questions of members to determine what the members think CCADP stands for.
Three volunteers for this task force: **Jing Wang, Xiaoru Guan and Phil He**

VII. Future Forums

- Future site selection – Phil will host at his university – Northeastern University in Boston.

Joanne: Need volunteers to help plan Annual Forum

- 1) What is the theme
- 2) What is the structure
- 3) Need help running logistics
- 4) CCADP President's team helps

Volunteers: Yinwu Huan,

- Improvement on the structure of the Forum (e.g., what are the values added for you to attend each year? How should we continue to improve?)
- Forum budget, expectation of the host

VIII. Should the Mid-year teleconference be continued?

- Low attendance issue

17 people participated

We are proposing to cancel the mid-year teleconference.

- Main purpose?
- Timing?
- Suggestions for improvement or alternative(s)

Tai: If mid-year teleconference cancelled, suggestion to send member updates to membership.

Sulin: Send questionnaire of eight questions on certain topic on how American are you or on certain topic

There are some discussions about internalization. If you are a Chinese should you behave like an American. We should learn how to deal with the confrontation.

Need nomination for election committee for Board of Director position expiring.

Four Volunteers for this task force: **Wei Chen, Zhen Cong, Yinwu Huan and Shali Zhang**

IX. CCADP Annual Leadership Awards:

Could be someone in our organization or outside of CCADP

Can do self promotion

Might be a chance to honor a Univ. President & get them into the organization to see what CCADP is about.

John: Give award (plaque) to the board members

Ming: Give the awards of two current Chinese Presidents

Yinwu Huan: We are debating about getting more people on the pipeline and proposed a discussion for the future name of CCADP

Joanne: For your suggestion, the name change must be related the mission. We must do a survey. If we think it is the time to change the name of the organization, we will take the action.

X. Ben Wu: what this group can do and what CCADP can do? What are our focuses?

Yi: For any organization, the No. 1 priority is to serve the members, when we do it well, you secondly, the more programs we try to build, the more likely we could achieve anything. My recommendation is do a few things and do it well.

Joanne: Good points! Fellowship program is the one we focused on.

Wei: We discussed the same questions every year. We started this organization with eight people. We were trying to help each other. Now, we have 72 members. I agreed that we focus on a few things and do them well.

XI. Adjournment

Meeting adjourned at 5:17 pm on Nov. 2, 2019.