

COLLEGE OF ARTS AND SCIENCES

FACULTY COUNCIL MEETING

DECEMBER 2, 2011

**PRESENT:** Michelle Bombaugh, James Cavendish, John Cochran, Joseph De Salvo, Julie Harmon, Richard Manning, Adriana Novoa, Kelly Page Werder, Christine Probes, Philip Reeder, Kristina Schmidt, Mary Sweely

**ABSENT:** Catherine Beneteau (L), Eric Eisenberg, Cheryl Kirstein, Robert Potter, Sandy Schneider (L), Hari Srikanth

- I. Meeting called to order.
- II. Minutes from November 21<sup>st</sup> meeting approved
- III. Meeting times for Spring-Dr. Manning to use DOODLE.COM to set up meeting times for the Spring Semester.
- IV. Dean's remarks: Dr. Cochran stated that the T & P files have been reviewed at the School Committee level. The College Committee has begun review and will meet next week to finish reviewing the files. He also stated that searches are underway and that CAS searches outnumber all other Colleges.
- V. External T & P letter proposals: Four options were put forth to the committee. It was suggested that these options be put forth to the faculty for recommendations. The legal aspects of this were discussed again. Dr. Cochran reported that, according to his investigations, Legal Council and Academic Affairs had declined to approve Psychology's decision to offer a waiver of the right to review T&P letters, in light of the CBA, in which it is stated that there is such a right, and that no benefit under the CBA can be waived. Psychology is on its own in case any grievances result from its policy. It is unlikely AA and Legal would approve any waiver policy put forth at the College level. At best, faculty could be polled for a preference as to T&P letter confidentiality and this information could be passed on to the administration and the union for possible incorporation in the CBA when it is next negotiated. It was agreed that the faculty should be polled on their opinions and the results sent to the Faculty Senate and Academic Affairs.
- VI. Tasking the Diversity Committee: There was a case of a waiver of advertisement being granted on false, out-of-date information. While this may not be the result of any technical impropriety or failure of procedure, it is troubling. The Faculty Council feels this is something the College Diversity committee could investigate, with an eye towards making sure principles of equity in hiring are adhered to in spirit. It was recommended that the Office of Diversity be approached for these numbers, and that the Chair of the Diversity Committee be invited to meet with the Faculty Council.

Julie Harmon suggested that the Chairs go to a Diversity Summit due to the fact that they are unaware as how to handle diversity problems. It was noted that the Dean be advised of these concerns.

- VII. Old Business-Fair System in relation to International Services. Dr. Manning will invite Liz Strom to a council meeting to discuss this.
- VIII. No new business.
- IX. Adjourn