

COLLEGE OF ARTS AND SCIENCES

FACULTY COUNCIL MEETING

JANUARY 20, 2012

**PRESENT:** Catherine Beneteau, Michelle Bombaugh, James Cavendish, John Cochran, Joseph DeSalvo, Julie Harmon, Richard Manning, Kristina Schmidt, Mary Sweely

**ABSENT:** Eric Eisenberg, Cheryl Kirstein, Adriana Novoa, Kelly Page Werder, Robert Potter, Christine Probes, Philip Reeder, Sandy Schneider, Hara Srikanth

- I. Meeting called to order.
- II. December meeting minutes approved.
- III. Meeting times for the remainder of the Spring Semester were scheduled. They are as follows: February 24, March 23, April 13 and April 27. Meeting time will be 1pm-2:30pm.
- IV. Dean's remarks-Dr. Cochran shared some info from Dr. Eisenberg regarding the budget. He stated that the budget will probably remain the same as this year.
- V. Follow up on T & P letter discussion: The college is not in a position to make changes, we can make recommendations and it is up to the faculty to decide.  
Dr. Manning handed out a ROUGH DRAFT of a document that he wants to send out to the CAS faculty regarding this issue. This document is intended neither to state a recommendation of the Council nor as a brief for or against any particular policy regarding P&T letters. Rather, it is intended to provide information and a list of points that have been made for and against the various options, so as to facilitate faculty discussion. Specific proposals that have been made by council members can be appended to the document that goes to faculty. He would like comments sent back to him for review by the next meeting.
- VI. Diversity-Dr. Ylce Irizarry (chair of the CAS Diversity Committee ) was invited to the meeting by Dr. Manning to discuss some concerns that the Diversity Committee could look into. One concerns the disproportionate percentage of problem tenure cases since 2006 that involve underrepresented groups – 17 out of 24. The Council would like the Diversity Committee to investigate the possible causes of this disparity, and possible solutions to the problem, if there is indeed a problem – e.g., were the hires just comparatively weak? Might we improve hiring and mentorship practices? Dr. Cochran stated that he and Ly Nguyen will start having Hiring Workshops consisting of the Department Office Manager, Chair and Search Committee. He stated that all of these individuals will have to attend the workshop before the ad for hiring can be placed. This will be done to promote diversity in the hiring process.

Another problem discussed was the fact that Waivers of Advertisement for hiring are granted or denied based on out of date information that does not reflect the actual composition of the affected units, and that the person to whom one appeals such waivers is the same person – Vice Provost Kofi Glover, who grants them in the first place.

Dr. Irizarry stated that the committee would be glad to look into these matters, but, her concern is that since the committee is made up of Junior Faculty, they would not get the cooperation needed to follow through with the Council's request. She indicated that she had been told that this committee is designed for junior people to get some service credit, and not for it to do anything substantive. She recommended that more tenured faculty be appointed to the committee.

- VII. Monitoring global components of Faculty activity: Drs. Elizabeth Strom and Kiki Caruson addressed the Council regarding an addition to the FAIR system for faculty to note any Community Engagement or Global activity that they may be involved in. This would help the Office of Global Affairs and Community Engagement in forming a database that highlights faculty internationally. This would benefit them in getting research grants. They asked for input on the way this would be handled through the AFD/FAR system. It was suggested that a way to get faculty to complete this info would be to make sure that they had to click on this section before they could proceed. They informed the council that they would keep them posted on the outcome.
  - VIII. No old business to discuss.
  - IX. No new business.
  - X. Meeting adjourned.
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