A&S Council Meeting Notes

Monday, Nov. 18, 2019

3:30pm Drake Room, Olmsted

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In attendance: Jill Allen, Godfried Asante, Maria Bohorquez, Curt Cardwell, Kevin Carlson, Ann Cravero, Ellie Falter, Gesine Gerhard, Erin Horst, Maryann Huey, Yasmina Madden, Jennifer McCrickerd, Nanci Ross, Mark Vitha

* Call to order
* Motion to approve minutes—Jennifer moves, Erin seconds, all approve, motion passes
* Report from Dean
  + Searches
    - In the midst of faculty searches, 11 or 12 in the college, one job offer this week
    - Two budget manager candidates being interviewed (out of 14 applicants), hope to be hired by January
    - Medbury admin will be posted tomorrow, January 6 is the end of 120-day wait so hope to have someone hired to start then
  + Big Ideas
    - Development Officers’ interviews of 150 potential donors to be completed by Christmas
    - Other issues needing funding not specifically in the Big Ideas will still be raised with donors, e.g. student scholarships, facilities, endowed professorships
    - A&S’s emphases are FAC, Olin, scholarships, and student experiential learning opportunities
  + Exciting new AI program, 4+2 ABA, other STEM pathways in progress
  + Question: How does the university decide who sends out responses to current events (e.g. Provost’s email when Trump was elected, Student Senate’s rejection of right-wing group as a student organization)—it’s an equity issue, should also be raised at Faculty Senate
    - Came up at cabinet before but first time Dean has heard concern
    - Latest issue of Student Senate’s decision was appropriately responded to by Dean of Students because dealing with student organizations (Ann met with David to discuss—he is most concerned that all students are heard); Erin Lain responded to last year’s hate crimes
    - Decided on a case-by-case basis depending on who is affected by each event but UCM takes over once the press is involved
    - Faculty should get emails to tell them what the situation is so that they know how to respond if students come to them
    - Faculty concern for more conservative students
      * Faculty have gotten preemptive emails for possible student distress but not when it may concern more conservative students
      * More conservative students have told faculty they’re considering leaving Drake because it’s too liberal and their perspective isn’t valid/valued in classes/on campus
      * For retention alone, administration should be attentive to conservative students too (give faculty resources to point those students to, like other conservative student organizations)
      * For example, Lindsey Graham visit had very different promotion than democratic candidates (but because advertises as more of a private event than a public appearance)
      * Ask Rachel Paine Caufield what she’s hearing from students—Ann will discuss with Rachel for student perspectives and relay to Provost
      * Can faculty be told or discuss what are current “conservative” views?
* Report from Student Senate Representative—see attachment to agenda email; no discussion
* Report from Committee Chairs
  + Academic Integrity, Curt Cardwell, Chair—one case just concluded, another in progress
  + Technology Planning, Maryann Huey, Chair—working on survey about how technology is being used for instruction, technology challenges, etc.
  + Curriculum, Mark Vitha, Chair—two motions before Curriculum Committee
    - Change to course proposal form—voted down by Curriculum Committee
      * Course enrollment information should be gathered by the chairs and wouldn’t have to be governed by Curriculum
      * Jennifer wants it to be kicked back to Curriculum because it’s a good place to gather that information for A&S Council even if Curriculum doesn’t need it for their decisions but others think those issues should just be discussed with departments before being submitted to Curriculum (because all departments do it very differently)
      * Jennifer moves to add those questions to the course proposal form so that those details are available to Council, Ellie seconds, none oppose, Mark and Nanci abstain, motion passes
    - Limit the number of courses in a department only one professor can teach—also voted down by Curriculum Committee
  + Diversity, Yasmina Madden, Chair—working on website to be a diversity resource for faculty, see further discussion below
* Old Business—Avery VanDenBerg to be the Academic Integrity and Appeals Committee student substitute representative approved by a quorum via email by the A&S Council votes on Nov. 11, 2019; no discussion
* New Business
  + Course change proposals
    - ARAB 001, ARAB 002, ENG 199, MATH 191—Jennifer moves to approve, Mark seconds, all approve, motion passes
    - (Erin out for theatre courses) THEA 015, THEA 018, THEA 056, THEA 057, THEA 058, THEA 059, THEA 060, THEA 101—Jennifer moves to approve, Mark seconds, all approve, motion passes
  + New course proposal
    - THEA 116—Jennifer moves to approve, Ellie seconds, all approve, motion passes
  + Proposal for change in math major—see attachment to agenda email; tabled to December agenda
  + Diversity and Bias Training for department-level/college P&T Committees—see attachment to agenda email; update from Yasmina
    - Memo has gone through many drafts, reworked with Erin Lain, currently in a holding pattern
    - What kind of training for P&T is required at department and college level?
    - Erin/diversity office has concerns that P&T committees are not required to go through training—she’s happy to talk through with anyone and wants feedback from council
    - “Might” is in memo’s first bullet point but not the rest—just a matter of oversight
    - Jill moves to “remand this matter to Faculty Senate to create an ad hoc committee to research these issues and suggest structural changes to the P&T process with the recognition and evaluation of work separate from social acceptance and inclusion,” Jennifer seconds, further discussion:
      * Mark asks why it should go to Faculty Senate instead of Erin Lain’s office (but the university office won’t get to these issues of hidden work and implicit bias until maybe next spring)
      * Can the college just add this to the required P&T Committee training like is required for hiring committees?
      * Erin/diversity office can’t implement it, memo needs to be approved and go to senate
      * Change is necessary, not just a quick training quiz to click on
      * Vote on Jill’s motion to go to Faculty Senate, Nanci seconds, all approve, motion passes
    - Jennifer moves to require A&S P&T Committee to make sure each member becomes informed and educated about implicit bias (and recognizing hidden work) when they begin serving on P&T
      * Part of the problem is that it is always too casual—how do you quantify if someone has thought or learned about it or not? So Maryann moves to amend to include “following procedures provided by university equity and inclusion office”
      * Would that just be making more work for Erin/diversity office? But may be helpful to their office in the long run
      * Too vague? Requiring the same training required of hiring committees is at least somewhere to begin
      * A consistent message university-wide, across departments should be set out by diversity office
      * Hidden work training needs to start at department-review level, not enough at just the P&T level
      * Nothing will get resolved in Faculty Senate until much later so add something to A&S P&T requirements in the interim?
      * Will each department contact each P&T?
      * Mark proposes to table this until diversity committee makes more specific recommendations, but Yasmina says the memo already shows their recommendations and they have no power to actually make changes
      * Concern that Faculty Senate will create ad hoc committee which will then decide they can’t make decisions for colleges to change their own P&T guidelines anyway
      * Jennifer moves to table until December meeting, Curt seconds, all approve, motion passes
* Motion to adjourn—Jennifer moves, Erin seconds, all approve, motion passes