Minutes of the Dornsife College Faculty Council Meeting

December 7, 2016

Present: Jeff Chisum (President), Dan Pecchenino (Secretary), Sheila Briggs, David Tompkins, Rebecca Broyer, Nathalie Burle, Shannon Gibson, Emily Zeamer, Antoine Bechara, Alison Dundes Rentln, Iva Bozovic, Bob Girandola, Wiebke Ziebis, Geraldine Peters, Gioia Polidori, Michael Hadjidaniel, Stephen Mack (guest), Beatrice Mousli Bennett (guest), Raffaella Ghittoni (guest)

Absent: Matthew Kahn, Lori Mesrobian, Trisha Tucker (Vice President)

I. Bosco Tjan
   a. Jeff Chisum began the meeting with a moment of silence for Bosco Tjan.
   b. Jeff then also asked about how we should best distribute information about a fund for Bosco Tjan’s wife and son.
      i. It was decided that we will send it via the DFC and ask that it be sent by the Academic Senate as well.
   c. Antoine Bechara briefly said a few words about his colleague.
   d. Jeff then brought up Lori’s suggestion of naming our new lecture series after Prof. Tjan.
      i. David Tompkins said it’s a nice idea, but did suggest that we might have to re-think the theme given the nature of Prof. Tjan’s passing.
      ii. Geraldine Peters suggested it might be a bit too early for us to make a decision about this.
         1. The Council agreed and tabled the issue until the next meeting.

II. Reports from Caucus Chairs
   a. The Council went around and did introductions.
   b. Curriculum Caucus
      i. Shannon Gibson, Iva Bozovic, and Michael Hadjidaniel shared updates from their first meeting.
         1. They created a doc of priorities, including:
            a. Undergrad Research
               i. What are best practices in departments?
               ii. How do we better involved RTPC faculty?
            b. Experiential Learning
               i. How do we make the process for Maymesters and PWPs more accessible, especially for RTPC faculty?
            c. Interdisciplinary Undergraduate Research
               i. How do we make the process for proposing new classes more streamlined?
               ii. Where is the information for this?
            d. Student Mentoring
               i. Promoting two-unit professional development courses?
ii. Perhaps career showcases by building relationships with outside professional communities.

iii. Will look into best practices from the professional schools.

iv. Alison Dundes Rentln suggested perhaps pulling together a list of career-oriented groups in Dornsife that already exist.

v. Jeff also brought up the potential distinction between intellectual mentoring vs. professional mentoring.
   1. Iva said in her department this distinction wasn’t that pronounced

vi. General concern seems to be that students and faculty don’t know about the events and other mentoring efforts departments are already doing.

vii. Finally, this all ties back to the problem of declining majors within Dornsife (and within the liberal arts more generally).

c. Research, Policies, and Documentation
   i. Geraldine passed out the minutes from their Caucus’ first meeting (Oct. 21).

   ii. They selected a range of topics to focus on this year:
       1. Surveying faculty about their concerns around these issues
       2. Where is the information about current rules and policies? How can we collect this information so that it is easier to find?
       3. Transparency issues around faculty evaluation
          a. For instance, “what counts” as service?
          b. What are the criteria for the various ranks, especially Professor (both TT and particularly RTPC)?
             i. Jeff brought up concerns about balancing clarity with flexibility.
             ii. Alison brought up transparency issues surrounding who serves on promotion committees at various levels.
       4. Student evaluation use/access
       5. Research, especially for Teaching faculty
          a. What is appropriate? How should it count toward evaluation? What are the variances between departments and programs?

   iii. Other items they intend to discuss:
       1. Computer support program
       2. Gap funding for Research faculty
       3. Sabbaticals for RTPC faculty
          a. Jeff mentioned that technically all faculty are eligible for sabbaticals in some other schools.
          b. Does the Caucus want to make a recommendation?
d. Faculty Affairs
   i. Stephen Mack and Beatrice M reported on their efforts so far
      1. Salary benchmarking
         a. Who are our peer institutions?
            i. Caucus would like to argue that RTPC peers are tenured/TT faculty at elite liberal arts college because:
               1. Similar “research” profiles/requirements
               2. Emphasis on teaching
               3. Effort to disentangle tenure from research in a strict sense
         ii. What is benchmarking?
            1. Average salaries vs. floor salaries
         iii. Salary differentials between departments
            1. Working on “clustering” various departments to create levels of compensation
         iv. Comments from the Council
            1. Iva asked if cost of living had been taken into consideration.
            2. Alison brought up the potential of rent or housing subsidies (and other potential benefits).

e. Part-Time Faculty Caucus
   i. Alison gave a short report.
      1. They are developing a survey to send out to all PT faculty.
      2. Will report at next meeting.

III. Discussion
   a. New Merit Review Guidelines
      i. Number System
         1. What is the purpose?
         2. Seems to be confusion about the scale itself.
            a. Are we going between 4.0 and 5.0?
            b. 1.0 to 5.0?
      ii. Salary appeals process
         1. Do we really only have 10 days to appeal our salaries?
         2. How can we appeal salaries when we don’t know other peoples’ salaries?
         3. Alison asked for the Council to request from the Dean more information about the appeals process.
   b. Eligibility to Teach Classes
      i. Bob Girandola brought up an incident in his department where his chair was told that a teacher in his/her department could not teach a class because she has an EdD, not a PhD
         1. This is a phantom policy
ii. Should we draft a policy about credentials/qualifications for who can teach what courses?

IV. Lecture Series
   a. Olah Lecture
      i. Sounds like we have support from Chemistry.
      ii. We have support from Olah family.

V. Approval of Previous Meeting’s Minutes
   a. Rebecca called for a motion, Nathalie seconded it, and those still in attendance approved the minutes unanimously.

The meeting was adjourned at 5:00.

Respectfully submitted,

Dan Pecchenino, Secretary

The Dornsife Faculty Council