

Minutes of the Dornsife Faculty Council Meeting

Date: Wednesday, March 2, 2022
Time: 2:30 - 4:30 pm (PST)
Location: Zoom meeting

Present (14) Emily Zeamer (*president*), Jim Clements (*vice-president*), Douglas Becker (*secretary*), Leslie Berntsen, Julia Chamberlin, Goretti Prieto Botana, Bob Girandola, Tracie Mayfield, Andrea Parra, Matthew Pratt, Sri Narayan, Marianna Chodorowska-Pilch, Anastassia Tzoytzoyrakos, Monalisa Chatterjee

Absent (5) Dana Milstein, Leilei Duan, Vahe Peroomian, Sylvain Barbot, John Vidale,

Emily Zeamer opened the meeting at 2:33 with a quorum call. 12 members were present, constituting a quorum.

The minutes from the February 2, 2022 meeting was approved by a 12-0-0 vote.

Emily Zeamer then outlined the Executive Board meeting with Dean Amber Miller and specifically highlighted the “tax” that Dornsife pays Central Administration for expenses. Dean Miller has indicated concerns about the size of this tax and informed the Executive Board that the Council and the Academic Senate’s concerns appear to be heard by the Provost and encouraged us to continue to raise this specific issue.

Emily Zeamer also updated the inter-fraternity task force workings and that she had volunteered to serve on the task force, in an opening created by a resignation by a faculty member. She also invited the Council to volunteer and her willingness to acquiesce should someone else seek to serve.

Emily Zeamer also has been in contact with other faculty councils at other universities to try to build a knowledge of how other institutions manage the salary and compensation issues. She learned that many institutions seem to have a Salary and Compensation committee in their faculty councils. She is still gathering information. But many faculty councils are frustrated at the information given. But it is standard to have some sort of information given.

Douglas Becker then updated the Council on the Academic Senate meeting. Specifically the Senate passed a resolution both calling for an increase of salaries to reflect the cost of living adjustments and to delink the COLA increases from merit increases. He then stated that the Provost was asked if they had ever considered approaching the Board and requesting a larger percentage of the endowment to be made available during the pandemic. A precedent for this request was indicated. But the Provost’s representatives admitted they never made that request.

Jim Clements raised the issue of increased salaries and whether that will be allocated to Dornsife, in particular in light of the power of the professional schools. So the issue of how many majors and how much money each school gets needs to be addressed. The tax given back to central

administration also needs to be addressed, and why Dornsife's payment is so much higher per student than other schools.

Tracie Mayfield raised the issue of the amount that Dornsife researchers have to pay for research and a specific administrative fee. Dornsife researchers always have to pay the full amount. So the research conducted is most costly for Dornsife researchers than other professional schools. This is for on-site research. Marianna Chodorowska-Pilch raised the issue of study abroad programs and the allocation of costs on these programs. She recommended researching other institutions and the amount of money spent.

Jim Clements made the argument that Dornsife is the core mission for research. The way in which the allocation is determined is biased against Dornsife because of the nature of the tax system and pitting schools against schools based on number of majors. Julia Chamberlin raised the issue of Dornsife teaching majors in the professional schools as part of the GE requirements. Douglas Becker asserted that we need a greater cooperation in schools and to challenge the formula that pits school majors against school majors. Emily Zeamer then raised the issue of how we can assert Dornsife interests while also arguing against the school competition for resources.

Tracie Mayfield then pointed out the historical precedent of positioning anyone seeking more resources and how that hurts other people. Douglas Becker pointed out the way in which the university is linking tuition increases with personnel costs. Jim Clement sought insight into how to address a letter to the Provost to address the issues to call for an increased allocation to Dornsife and asked for help.

Emily Zeamer then raised the issue of faculty involvement in salary benchmarking. She asked what we would like to see in the report. Douglas Becker indicated that salary range on the basis of rank would be extremely valuable. Leslie Berntsen volunteered to help to parse data on these issues, forming a committee on the acquisition of data on salaries and benchmarks. Emily Zeamer then raised the issue of whether we should request the Dean present the salary data to us or should we as a faculty council attempt to get the data itself. The consensus was that we should do both. And then Jim Clement and Emily Zeamer discussed the potential change of by-laws to make this committee permanent.

Emily Zeamer raised the issue of the center for languages and cultures and the need to address the status of the center. Marianna Chodorowska-Pilch briefed the Council on the new Center and the certificates offered by this Center. These certificates are for faculty attending certain workshops. She raised two points of concern. The first was the time investment and the second was the evaluation of the certificates and whether they will be considered under merit review. Goretti Prieto Botana stated that this is not as much of a cause for alarm since it will be simply be determined as a data point. Julia Chamberlin agreed and saw these certificates as a means to meet the 20% service, in particular for new faculty in departments without as much of a means to fulfill this requirement. Marianna Chodorowska-Pilch raised this issue because there is a precedent for this sort of service being required, and used to penalize some faculty members who did not complete this certificate.

Douglas Becker raised then the issue of mask mandates being lifted and the expectation that they will be lifted around April 1. At the Town Hall on teaching, he raised the issue of faculty empowerment to determine whether the classroom will have masks. Dean Emily Anderson indicated that a faculty mandate for masks if there is not a government mandate is likely illegal. Others indicated that masking indoors should still be mandated.

Emily Zeamer then raised the visit of Dean Miller at the next meeting and issues to raise. Douglas Becker proposed classroom allocation should be discussed. Emily Zeamer raised the issue of merit evaluation and Douglas Becker called for more guidance from the Dean's office as to the operation of the merit process. Emily Zeamer raised the issue of the survey of faculty on the issue and Goretta Prieto Botana offered some revisions to ensure that the data is interpreted in a comprehensive manner and ensure the data can't be interpreted selectively. Marianna Chodorowska-Pilch raised the issue of equity in expectations across disciplines, and the need for Dean's guidance on this issue.

Emily Zeamer motioned to adjourn the meeting at 4:31 pm. Julia Chamberlin seconded. Motion passed without opposition.