

## Minutes of the Dornsife Faculty Council Meeting

Date: Wednesday, November 3, 2021

Time: 2:30 - 4:30 pm (EDT)

Location: Zoom meeting

**Present (16)** Emily Zeamer (*president*), Jim Clements (*vice-president*), Stephanie Renee Payne (*secretary*), Douglas Becker (*alternate to the secretary*), Leslie Berntsen, Goretti Prieto Botana, Julia Chamberlin, Monalisa Chatterjee, Leilei Duan, Bob Girandola, Tracie Mayfield,, Andrea Parra, Matthew Pratt, Vahe Perroomian, Sri Narayan, Anastasia Tzoytzoyrakos, John Vidale.

**Absent (2)** Dana Milstein, Sylvain Barbot

**Emily:** Motion to approve the minutes from [October 6, 2021 Meeting](#).

Vote to approve minutes 15, Votes to oppose: 0; Votes to abstain: 1 (Matthew Pratt)

### Announcements

Monday, November 8 at 3:00 pm Pedagogy Caucus will host OSAS

**Emily:** Main order of business is the response to reported sexual assaults on frat row.

**Jim:** Two responses to consider are President Folt's admission that something went wrong, and the Senate wanting to look into the reporting process. The Executive Board (EB) believes the two responses do not go far enough. Structural change gives rise to pushing harder to work for substantial change, knowing what to ask for.

**Leslie:** It would be to our benefit to focus on more specifics, such as the possibility of revising the mandatory reporting.

**Jim:** We need accountability and support, but we need to focus on structural change to prevent future assaults.

**Tracie:** The administration should not review itself. An institutional civilian review board could even come from another university.

**Jim:** The Senate EB made an ask without addressing other faculty councils.

**Stephanie:** It is important to bring in the voices of the students. The student government president is in favor of looking at reporting rather than focusing on the larger Greek life issue.

**Jim:** There is no consensus among students.

**Stephanie:** Perhaps we can understand what most students want to determine a consensus.

**Emily:** Consensus tends to weaken, as it might set the bar low.

**Doug:** We should hear from students. I am extremely concerned about my female students. I am reluctant to abolish the Greek system. Our voice is not as important as student voices.

**Anastassia:** Regarding the culture of Greek life, are they required to sign The Code of Conduct contract.

**Stephanie:** They do not have to sign.

**Jim:** Is signing a piece of paper going to change anything?

**Anastassia:** It is important to sign to accomplish our job in orientation. It is a part of culture change.

**Emily:** Sometimes these kinds of activities are about challenging norms, crossing boundaries through hazing and pushing beyond boundaries.

**Jim:** Fraternities do not exist in Canada. Perhaps this is what being a non-American keeps me from understanding. I am an outsider.

**Goretti:** There is no norm in Spain, but it is tied to the college experience in the United States.

**Monalisa:** I agree that all students must behave better. I admit we need to learn more. Perhaps ask for repercussions for bad behavior.

**John:** I live a block from the "Row," and I see underage drinking in fraternity front yards. Why isn't there a more watchful eye?

**Leslie:** Let's take a multifaceted approach. There are many ways to approach keeping students safe. Broad ideas will lead to spinning our wheels. We can focus on keeping students safe while reforming the system.

**Tracie:** I agree with Leslie. I know students who have been raped in their dorms.

**Monalisa:** If Greek life students had to sign something, they could be held legally accountable. Students can be expelled for plagiarism but not for rape. Students had to sign a document to agree to wear masks before returning to campus.

**Emily:** Let's transition to action items.

**Julia:** I agree that action items are needed. We need more feedback from students to understand students' needs, and we need student feedback to craft action items.

**Emily:** The University administration has a responsibility to take action. Maybe two asks: One broad and one specific.

**Goretti:** Bringing in more diversity to Greek life would help.

**Jim:** The group creates a homogenous mass. The culture journey items outline can help.

**Emily:** A resolution can be voted on.

**Jim:** The Senate EB asked for an accountability review on the reporting process. It was disappointing to see the low stakes. It did not seem like a significant ask.

**Emily:** We could work on a Resolution, which is stronger because it is voted on.

Moving on to Merit review update: Dean Miller has already made changes to reduce the frequency Merit Reviews for Dornsife faculty. Dornsife sets policy guidelines, which each department applies in their own way. Dean Miller recognizes that clarifying guidelines are needed. She asked if the DFC wants to change the Merit Evaluation to reflect the contractual obligations of each faculty member, for example 80/20 teaching and service for RTPC; and 40/40/20 for Tenure Track.

**Andrea:** Why did Dean Miller suggest this?

**Emily:** For example, tenure track faculty tend to assume that research is more important than excellence in teaching.

**Julia:** Service is more important for our department. It can be exhausting to be on many committees.

**Emily:** We have to consider what the Merit process accomplishes for the administration and for departments.

**Vahe:** An issue for RTPC is that they are not allowed to serve on split committees. This is not equitable.

**Monalisa:** RTPC does research. How will that be considered? RTPC presents at conferences and submits research papers.

**Emily:** Tenure Track faculty have different expectations. For RTPC faculty, the early years focus on teaching with less emphasis on service. A merit review rubric could recognize that there are different phases in a faculty member's career.

**Monalisa:** An effort to create a rubric is important.

**Doug:** Guidance from the deans is decentralized. The evaluation can be wielded in different ways. New tenure track teachers are evaluating experienced RTPC.

**Emily:** Should Merit Review be more about mentorship? The merit score is used to allocate raises.

**John:** Tenure track has no formula. There is an extensive dossier, but no formula.

**Monalisa:** I agree that we have to make a case that credits more than teaching when service and research are done. There should be some way to credit extra work done beyond teaching.

**Emily:** Two points: 1) RTPC does a lot of research; and 2) but faculty are not required to publish; excellent teaching should be recognized.

**Matt:** The merit committee offers suggestions, but the Chair decides. It is not clear that the scores are reflective of the committee's suggestions. Publishing is important, but there is a rubric. I am not sure that changing the process makes a difference.

**Tracie:** I like the idea of a rubric. Departments should have input in the rubric process. I run my own research to avoid getting stuck, as I was told it would not help for part time.

**Emily:** This is our chance to weigh in.

**Goretti:** A rubric can help create a process. It is difficult to determine where it is meaningful, but it will help.

**Emily:** I advocate for a narrative profile to be changed every year to evaluate in a detailed manner.

**Leslie:** When our teaching is evaluated, what is being evaluated? There could be bias.

**Emily:** Faculty should weigh in on what should be valued in teaching.

**Matt:** What is confusing is promotion versus merit review. Every department is different. Dornsife does not see your materials; they take the word of the department. Merit is only held in individual departments.

**Emily:** Dornsife needs guidelines.

**Matt:** Departments will push back from Dornsife moving in.

**Emily:** Department chairs can outline best practices. We have to think about departments that need help in the process.

**Goretti:** It is important to know who we can go to with questions about the process.

**Andrea:** At the last All Chairs Meeting, many of the chairs asked for guidance.

**Emily:** It would be helpful to share rubrics. It might be useful to have the RTPC to have a point person. There should be someone there for the chairs, as well. We can share a Google Doc to share information. Dean Miller has agreed to attend our December meeting. We should plan questions that we want prioritized. Let's aim for two or three subjects.

**Andrea:** Is the lack of a report for Tyndall and Puliafito appropriate for this forum?

**Emily:** We should ask for a report. We can do this by email. Dean Miller defaults to deferring to the Provost.

**Doug:** Two issues: 1) Dornsife still treats RTPC as resources that are not valued; i.e. GESMs. Dean Miller struggles with RTPC as a part of the faculty. Equal treatment should be asked; and 2) Resources within Dornsife are diminishing. There is competition between schools, but there needs to be transparency about resources within Dornsife.

**Emily:** More tenure track participants within the DFC are needed. How can we incentivize tenure track faculty to participate? Dean Miller is an advocate for the DFC. Her focus is on tenure track, but she is not indifferent to RTPC. We can talk about salary benchmarking. We will have 20 or 30 minutes with Dean Miller.

Respectfully submitted,  
Stephanie Renee Payne  
Secretary, Dornsife Faculty Council