

Minutes of the Dornsife Faculty Council Meeting

Date: Wednesday, September 1, 2021

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

Location: Zoom meeting

Present (21) Emily Zeamer (*president*), Jim Clements (*vice-president*), Stephanie Renee Payne (*secretary*), Douglas Becker (*alternate to the secretary*), Sylvain Barbot, Leslie Berntsen, Goretti Prieto Botana, Julia Chamberlin, Monalisa Chatterjee, Leilei Duan, Gayle Fiedler-Vierma, Bob Girandola, Tracie Mayfield, Dana Milstein, Andrea Parra, Jessica Parr, Vahe Perroomian, Matthew Pratt, Sri Narayan, Anastasia Tzoytzoyrakos, John Vidale.

Absent (0) [please validate all were present]

Guests (2) Liana Stepanyan, Daniel Gallai

Jim Clements (vice-president) proposed *a motion for approval of minutes from previous meetings*): [August 2021 minutes](#), second by Doug Becker: 21 approve; zero oppose

Discussion: Faculty response to the appointment of a new Director for the Language Center

Emily: The process of appointing a new director for the Language Center created controversy among faculty in the language programs. This is an opportunity to propose better protocols moving forward, specifically to examine the process, timeline, and transparency for major decisions made that impact departments. The DFC could propose a Resolution to advocate for processes to give feedback or engage in review of appointments by Dean.

Andrea Parra: Review of the appointment by faculty should be in the Resolution.

Julia: The Advisory committee in the Language Center had little input or guidance when it came to selecting the new Director.

Jim: Process and input for making new appointments should be reviewed by faculty.

Doug: Clear points should be put in place for process and transparency.

Goretti: Transparency, rules and process needed.

Stephanie: How did the timeline impact the process?

Andrea: The timeline is important. The announcement was made at the end of the spring semester and required working during the summer, which made it difficult for faculty to follow up.

Emily: Administration sometimes has to make quick decisions, we should advocate for better communication from the administration on these issues.

DFC Caucus

Emily: Our four caucuses are: **DEI, Pedagogy and Teaching Caucus, Faculty Affairs Caucus (formerly TT, Research Faculty and Faculty Affairs Caucus), and Part-time Faculty Caucus.** The process for determining compensation is not transparent, so we can't be sure that university salaries are comparable with other institutions, or that there is effective benchmarking. While the administration seems to be acting in good faith, the opaque nature of how decisions are made engenders confusion among faculty.

Caucus Details

DEI Caucus - Co-Chairs Stephanie Payne and Tracie Mayfield

Stephanie: We have made progress with the Cross-Cultural Learning Community (CCLC), which is a peer-to-peer formal and informal learning community that will help departments with matters of diversity and equity. The learning communities offer both a certificate that faculty can use in Merit Review and promotions and an informal space to receive in-the-moment feedback on curricula. The EB and the DEI caucus has met with Emily Anderson, Chris Manning, and have an upcoming meeting with Kimberly Freeman, Lisa Itagaki. The DEI caucus has worked hard to create a DEI Resource Library.

Tracie: As DEI has been pushed on schools that may not have the structure, a peer-to-peer CCLC is needed for departments to formalize departmental care for diversity statements and other equity issues.

Emily: Caucuses can delegate or create task forces. The DFC can provide additional support for caucus work. We can facilitate funds, we can hire advisors, speakers, and fund town halls.

Pedagogy and Teaching Caucus Co-chairs: Doug Becker and Julia C. Chamberlin

Doug: Pedagogy and Teaching focused on changing to online modalities, training for different modalities, and addressing concerns to return to the classroom. Some concerns were insufficient preparation, lack of early preparation, lack of a response to concerns compared to 2020. The DFC is a remarkable resource community. How do we share these resources with colleagues?

Julia: Transparency of administration and enforcement of masks. Academic integrity is important and more training for new in-class technology.

Emily: I will send an invite to all faculty to attend meetings. All are welcome to come.

The **Faculty Affairs Caucus** is chaired by Sri Narayan. A co-chair is needed. This caucus is working toward greater equity and proposed changes to the promotion process for both tenure track and teaching track faculty.. There is a great deal of overlap. Discuss moving forward.

Part-time and RTPC Faculty Caucus, Co-chairs: Gayle Stuart Fiedler-Vierma; Jessica A. Parr

Gayle: The Part-time and RTPC Caucus has made progress towards its goals on updating policies affecting PT faculty contracts. At the end of Spring 2021, the Dornsife deans actually shared the data on part-time faculty in each department, which was a major help in identifying the issues. These updates are also made more urgent by Cal AB736, a California law dictates what faculty should look like. We have asked the Dornsife administration to add a question to the Merit Evaluation form: Do you have a formal faculty mentor? Summer teaching assignments for PTF will be reviewed; review of how summer teaching choices are made. Gayle also mentioned that an anonymous salary survey is being implemented by AAUP (American Association of University Professors.)

Emily: Will reach out to the AAUP to share salary information with DFC.

Gayle: Salaries vary widely.

Jim: Two steps needed: 1) Understand process; 2) ask for reasonable change.

Andrea: The information may not be forthcoming.

Stephanie: The consideration of a new administration may yield a different result.

Jim: The administration did not make significant progress on childcare issue until data was given.

Emily: A reasonable evidence-based request may be more effective.

Tracie: Invisible elements in faculty contracts need to be accounted for, categories “service” and “teaching” are vague, and workloads can shift dramatically due to administrative and other responsibilities.

Emily: We have to discuss salary and compensation, along with our contract needs. We can address current policy by breaking it into coordinating pieces: Someone can read policy; someone can review prior benchmarking; we can make good progress.

Gayle: That data that was previously collected for salary benchmarking was not useful, since many peer institutions do not share salary data. Data provided by the AAUP is aggregated. The institution needs disaggregated data. We need baseline data.

Emily: Introduce breakout rooms to discuss caucuses. Members are welcome to join more than one caucus.

Respectfully submitted,
Stephanie Renee Payne
Secretary, Dornsife Faculty Council