

## CALS Faculty Council 2017-2018: Meeting Notes

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**Meeting Date:** November 7, 2017

**Location:** Forbes 307

1. In attendance: Patricia Stock, Melanie Hingle, Ayman Mostafa (by phone), Rick Wood, Jennifer Teske, Steve Smith, Gayatri Vedantam, Ed Martin (by phone), Kamel Didan, Amber Rice, Marc Orbach.
2. Spring Executive Council Town Hall: Staff Council, AP council may like to participate as well, and provide questions. Need to schedule on a Monday, between 1-2 pm so it coincides with an EC meeting so they will be available. These town halls will occur 2X/year, fall and spring term.

**Action:** GV will reach out to other Councils, and coordinate with Bethany for Town Hall scheduling.

3. We will complete the question list for the EC via a Dial-A-Dean call on Jan 22<sup>nd</sup> 2018; 30 minutes. The remaining Fall 2017 questions: cover Salary Equity.
4. Discussion of Budget transparency, Hatch funding, teaching funding and gender bias. Which are Unit-specific issues vs. college specific issues. Transparency clearly seems to vary between units. Budget information is available on CALS site (need URL), but what Heads share varies greatly.

**Action:** GV will share most recent budget information with FC members.

5. Some of these issues could be discussed with Assoc. Deans attending Unit faculty meetings. GV: Parker Antin, Sangita Pawar came to their faculty meeting one month, and Mike Staten another month.
6. Gender Bias in teaching: Entomology has had discussion with Unit Head about this issue. Faculty sentiment: it's a general issue, not a personal issue. FC discussion: Should faculty consider Office of Institutional Equity for further discussion, and as an objective outside source, not CALS or Departmental level only? Can someone do a survey to get objective data? Consider FC going to Title IX office to do a college survey.

What about Tom Miller? Statistics show Women Assoc. Professors go up for promotion to full Professor approximately 2 years later than men (all other variables notwithstanding). RW, worked in juvenile courts- EEOC does investigation. FC can address this via a request.

In the Fall Town Hall: Dean referred to Unit Heads having responsibility for these issues; therefore Unit heads should give the answers.

**Action:** GV will approach OIE to see what the college situation is. GV will also inform Dean during their scheduled monthly meeting, since he raised it (going to OIE) at the Town Hall.

7. Staff Merit Increases: Now mandated. Jr. faculty concerned that for staff fully funded on grants, there aren't funds to support raises. Unfunded mandates cause issues with grant funds. Can one continue to decline giving merit raises to staff? Grant budgets approved by the college & Jeff Ratje. Therefore, how can raises be mandated when funds may not be available? Especially for 5-year grants, for example? There are differences between State, hard funded positions vs. grant, soft money. Proposal: CALS funds any merit increases for 1-2 years and then faculty budget it into their next grant proposal cycle.
8. FC mentoring, Laura Hunter, Faculty mentoring initiative. Structured opportunity for anyone.

**Action:** GV will contact after Cardon Fellows meeting is scheduled.

9. GV's Oct. meeting with the Dean was cancelled, due to Governors visit for Building 90. The demolition of Building 90 is underway.
10. Cardon Fellows meeting with FC will be scheduled in the Spring. DRAC working on research-related issues. White paper on research dollar allocations. There is still a question of how to measure, quantify instructional activity. Foundation for assessing teaching credit. Can one find a table of teaching load, faculty names....., SS- suggested starting at the University level for such information, then ask Heather Roberts-Wren. Can Unit heads provide these data.

**Action:** GV will reach out to Cardon Fellows.

11. Question about Merit raises - based on research, not teaching? How is teaching rewarded? What exactly is the College Merit decision process? What happened to last year's plan? Less at the EC level, and now back to Unit Head?
12. Faculty Senate, committee of 11, survey of faculty assessment across Univ. Should FS monitor?

**Next Meeting: Tuesday, December 5<sup>th</sup>, 2017; 3:00PM – 4:00PM Forbes 307**