

CALS Faculty Council 2017-2018: Meeting Notes

Meeting Date: December 5th, 2017

Location: Forbes 307

1. In attendance: Bob Steidl, Dave Baltrus, Jean McClain (for Chuck Gerba), Patricia Stock, Melanie Hingle, Jennifer Teske, Steve Smith, Gayatri Vedantam, Kamel Didan, Amber Rice, Marc Orbach, Cara Gibson.
2. Dial-a-Dean January Town Hall questions - salary equity and any new questions we receive.
3. Mid-Spring 2018 for the next CALS Executive Committee Town Hall. GV working on the date with CALS EC.
4. Teaching equity: GV approached OIE on behalf of, and as requested by, a faculty member. If brought to our (FC's) notice, we are mandated to share information that the OIE exists, and deals with this. Question was raised: is FC mandated to report issues like this? Answer: Not exactly report, but refer. Complainant can then decide whether to pursue or not; no pressure either way. OIE and UA operate on the principle of the "3 Rs": Record, Refer and Report. This issue that was brought forward in this case involved gender bias in teaching. GV discussed with faculty member, and then Shane, he agreed; message to FC, SB supports us. Any individual can approach OIE. OIE determines equity vs. equality issues, and is therefore an unbiased and appropriate option to deal with problems.

Action: None at this time, unless OIE, faculty member or other approach FC for more information.

5. Cardon Fellows – GV has contacted them, and visit likely in Spring to discuss teaching equity.

Action: GV will follow up and set date.

6. GV monthly meeting with SB: SB requested GV shares a confidential document with FC. FC review and provide feedback by April 18th. FC went into "closed session" to discuss.

Action: Draft response will be written and reviewed by GV and MO, and presented at January FC meeting; those FC members who haven't yet receive packets will get them, and have plenty of time for review. Final FC response will be collated and sent to SB by mid-February after appropriate FC discussion.

7. DRAC developing rubric for discussing what an 80% research effort means. Teaching FTE needs definition also. Formula from Dave Cox is what is currently used. For research, there are unit variations. Service also needs criteria. Council may or may not make recommendations for metrics.

Action: GV will meet with Goggy Davidowitz and get information.

8. Gayatri attending CALS budget meeting tomorrow 12/6/17; latest CALS budget document is in BOX, broken down by unit.

Action: GV will report back to FC at January 2018 meeting

9. Faculty climate survey. Not enough faculty responded. Data may not be representative. New survey will be designed to separate faculty from staff data. Useful information the FC can refer to has been uploaded to Box. Survey issues:

- In small units, anonymity is gone, since one can be defined based on responses.
- Many units think representation was not good.
- Heather doesn't get that the University is different from a business, and that commonly-shared sentiment is that the survey wastes time.
- When survey "fails", or results are not deeply analyzed/discussed, people become less likely to respond to new surveys.
- Apparent from "Deep Dive" document that labels are put on people who respond or don't respond – this is not appropriate. They do or do not because of other pressures.
- Problem with survey coming from Administration vs. Faculty? Better response if centralized?

Action: GV will meet again with Heather Roberts-Wren in the Spring, convey above comments, and request specific information that can be shared with FC.

10. Question about new course funding (KD): materials for class was supposed to come from PI's lab. AB and Ento, no response from head to have Mike Staten meet with them.

Next Meeting: January 9th, 2018; 3:00PM – 4:00PM; Forbes 307

(As stated in the 12/05 agenda, please note change in date to 2nd Tuesday, due to UA closure).