

10/29/07 Minutes of the Faculty Senate

Senators Present

Suzanne Holland, Nancy Bristow, Stacey Weiss, Mike Segawa, Hans Ostrom, Amy Ryken, Rich Anderson-Connolly, Kris Bartanen, Ross Singleton, Terry Beck, Reilly Boland, Ana O'Neil, Juli McGruder, Douglas Cannon

Visitors present

Kim Bobby, Mike Valentine, Nila Wiese, Alyce DeMarais, Barbara Warren, Judith Kay

Meeting called to order at 4:00 PM.

1. Approval of October 8 2007 minutes—approved with corrections m/s/p

2. Announcements:

Senator Holland asked people to remind colleagues to come to the Faculty Meeting on Tuesday, as the scheduling issue will be on the agenda.

Senator Cannon called attention to his memo to faculty on the framing of that issue (scheduling).

Senator Cannon reported on his attendance at the Trustees' meeting where the following items were discussed (among others):

1. Trustees approved the sexual misconduct and harassment policy.
2. Consideration of faculty salary issues.
3. Capital Campaign.

3. **Special Orders:** None

4. Reports of Committee Liaisons

IRB. Sen. Rich Anderson-Connolly reported on White Paper on IRB issues that Holland gave to Ray Preiss. IRB is not sure how much they can streamline current IRB requirements.

UEC. Senator Holland reported UEC would be examining possibility of streamlining criteria for faculty conference funding.

PSC. Senator Cannon noted that the PSC's first reading of proposal to change code on evaluation for Associate and Full professors will be at the October 30th meeting.

5. Concerns of Diversity Committee (DC)

Two Documents considered today are the DC's

1. Report on Admission & Retention of Minority Students

2. Its Self-Evaluation

The Diversity Committee wants the Senate to do more than merely receive these documents.

Self-Evaluation Report

Mike Valentine asks Senate to help Committee with what its role is. Why did it do the Self-Evaluation? It is the Senate's role to determine what the Diversity Committee should do with respect to Minority Admission & Retention Report and its mission within the university.

Judith Kay: What if Senate were to charge each of its committees with the role of diversity, in addition to Diversity Committee?

Kim Bobby: How should she call on DC as Chief Diversity Officer? Chief Diversity Officer does not have standing role on that committee.

Senator Cannon: Calls attention to three clear recommendations of the Diversity Committee on page 4 of its Self-Evaluation (attached).

Senator Ostrom: Does the Committee want more authority? Committee members replied in the affirmative.

Ostrom: The question is how to structurally make this happen.

Senator Bristow: The Diversity Committee has the unusual position of enormous responsibility but minimal authority. Asks whether Committee wants as its charge to try and sort this out for this year?

Valentine answers "yes".

Senator Bartanen: Committee might ask itself: What is our regular business? Example: to coordinate diversity training events every year, etc. There can be action items that the Diversity Center decides to take on as its regular business so that it is not at a loss each year as to what to do and what its role is. The diversity Committee might be different from other committees in that it might have a more creative than adjudicatory role.

Senator Singleton: The Student Life Committee and the Diversity Committee are similar in that their missions and duties are not as clear-cut as those of other standing committees. Would recommend that the university's Chief Diversity Officer use the Diversity Committee as a sounding board and source of ideas regarding diversity concerns, opportunities and policy options much like the current Dean of Students has agreed to make use of the Student Life Committee.

Valentine: Great idea, but how do we get groups to want to use Diversity Committee as a resource? Committee needs a mandate.

Senator Ostrom: Primary charge should be to find a way for people to listen when this committee speaks, as people do when Curriculum Community speaks, for example.

Question: will we create turf wars if we empower Diversity Committee more?

Kim Bobby: the goal is to leverage all entities in order to bring a more institutionalized role of diversity at UPS.

Senator O'Neill: Students don't understand what the point of the committee is. Who is running Race and Pedagogy and how does this fit into Diversity? There's a need to get more information out to student body re: Diversity committee.

Senator McGruder: Suggest distributing Diversity Committee agenda to AFAM and to Race and Pedagogy members each week. Who supervises Bias and Hate Educational Response Team (BHERT)?

Senator Segawa: Dean of Students office was asked to energize BHERT in light of a recent fall incident.

Bobby: There is now a framework for monitoring activities that go on on campus. BHERT needs a Faculty Senate appointment.

Bobby: Would like to know how, as Chief Diversity Officer, she might utilize the Diversity Committee with blessing of Senate.

Senator Bristow: Perhaps we need some small summit meetings that pull all these groups together to eliminate duplication and encourage cooperation.

Senator Ostrom: Senate should pursue writing the Chief Diversity Officer into the Diversity committee by way of By-laws.

Ostrom volunteered to write this, and Senators agreed. He will bring back to next meeting.

Senator Ryken: Doesn't think we should ask any committee to draft language for the By-laws. That is a better task for Senate, which has a clearer institutional picture.

Judith Kay: Is there a sentiment that there should be coordination of diversity activities on campus by the Diversity Committee?

Discussion ensued on this point.

Senator Ostrom: Wants to know if Diversity Committee would like Senate to draft by-laws. Committee said it would prefer to generate draft, with its Senate liaison.

Senator Anderson-Connolly: Wants to see more precision in what it means to accomplish diversity and who would be doing it? The "assist" language in the committee's charges is not helpful.

Senator Bartanen: Jones Hall is not alone responsible for diversity hiring and recruitment. Diversity Committee might be able to help think about how this could be done in an optimal way.

Senator Ostrom: Maybe Diversity Committee could issue an Annual Report Card on Diversity across the campus.

Senator Stacey Weiss: Asks whether Diversity Committee wants a new formal change.

Nila Wiese: Yes. Formalizing this is a good idea.

Senator Ostrom: Moves to charge Diversity Committee with proposing By-laws changes that would increase its authority.

Senator McGruder: Second.

Senator Holland moves to call question. M/s/p

Vote on Senator Ostrom's motion to charge the Diversity Committee with proposing to the Senate By-laws changes that would increase the DC's authority carries unanimously.

Report on Admission & Retention of Minority Students

Nila Wiese: Diversity Committee wants Senate to look at Section C of Minority Admission & Retention Report, "Barriers Identified." Committee thinks faculty need more direct involvement on admission and retention in order to help reduce these barriers. It wants Senate to address these barriers.

Senator Segawa: Student Life Committee will also begin to address overlapping issues.
Senator Holland: Could we have another discussion about this, or put it on agenda for a later time in order to be able to read and absorb better?

Senator McGruder: Please lose the term “Caucasian” in the chart on page 4 and in every other university document. Inception of this term for describing Europeans dates to a time in natural history/anthropology when it was assumed that races corresponded to distinct sub-species of humans that evolved separately in distinct locales. Whites were thought to have evolved in the Caucasus Mountains, Georgia (i.e. the former Soviet Union not the American South). The term is outdated but still favored by white supremacist groups. Please use instead, “European-American” or “white.”

Nila Wiese: Committee needs clarity from Senate on why they were asked to do a Minority Admission & Retention Report -- to what end? The Diversity Committee would like something more from Senate.

Senator McGruder: Many faculty are unaware of recruitment and retention issues and wants Senate to charge Diversity Committee to bring their full report to a faculty meeting and to air it there.

Senator Anderson-Connolly: Points out that Diversity Committee itself can do this, and doesn’t need the Senate.

***Senator Holland:* Motion to postpone further discussion to next Senate meeting.**

Senator O’Neill: Second.

Motion carries with one “nay.”

6. Academic Calendar for 2008-09 and beyond forwarded by Curriculum Committee.

Alyce DeMarais: Curriculum Committee is charged to set a calendar for three years out and brings this to Senate for ratification today. Skeleton draft of 2011-12 calendar needs approval today, and full 2008-09 calendar.

Senator Ostrom: Move to approve all of “Attachment A” document 08-09 calendar on pages 1, 2, and 3.

Senator Bristow: Second.

Discussion.

Senator Holland: Why must grades continue to be in on January 2 in the age of computer grade entering? Couldn’t we move this deadline a day or two later?

DeMarais: Registrar has to review students on probation in preparation for the second semester.

Senator Bristow: Can we move grades to the 5th of January?

Senator Bartanen: This takes days away from students who might be dismissed.

Senator Boland: Don’t students have till start of semester?

DeMarais: It still crunches students.

Senator Weiss: How much time do students have to get their petitions in?

DeMarais: Two weeks.

Senator Bristow: Withdraws concern.

***Senator McGruder:* Move that Senate accept the full calendar for 2008-09, and the skeleton draft of 2011-12.**

Senator Bristow: 2nd.

Vote: unanimous.

Motion carries

Senator Cannon: Urges Senate to read Retention Report more carefully. Senate has taken no action on it other than to receive it last spring.

Adjourned 5:29 PM

Faithfully submitted by Senate Scribe,

Suzanne Holland