Faculty Council Minutes of September 6, 2017

Location: Library Director’s Conference Room

Present: Ricardo Alfaro (Chair), Emily Newberry (Chair-Elect/Secretary), Allon Goldberg, Jan Furman, Min Huang, Mickey Doyle, Tom Wrobel, Aviva Dorfman, Sy Bannerjee, Adam Lutzker

Absent: Judy Haefner, Chris Douglas

Guests: Doug Knerr (Provost), Heather Laube (Climate Study Working Group)

Meeting was brought into session at 9:08am

Minutes to meeting of August 3 and August 29 were approved as amended.

Discussion of joint meeting of Faculty Council and Staff Council scheduled for September 13.

Discussion of meeting with Women’s Commission representatives and Alfaro and Newberry was discussed. Three topics they are focusing on related to Climate Study are:

- Work/life balance
- Tenure and promotion issues for women and minorities
- Microaggression/bullying reporting

WC are also discussing the issues related to reclassification of staff.

Discussion of Alfaro’s meeting with the new VC of Enrollment Management. She will attend FC meeting on October 18.

Faculty Council will invite all VCs to attend Governing Faculty meeting on October 6 in order to introduce themselves.

Alfaro has invited Beth Manning to attend a FC meeting and she has agreed, but a date needs to be set up.

Discussion of what kinds of information needs to be relayed to the committees who have reps on FC (i.e. AAAC and CAC/BSP) with regards to issues related to discussions with VCs.

Provost gave an enrollment update. FTIAC enrollments are up and the average GPA has been increasing over the last year, but international enrollments are a challenge. Some changes will be made in order to improve this category.

Discussion for planning of Governing Faculty meeting on Sept 15 began. Goals for meeting are to invite standing committees and other working groups to look at issues related to Climate Study and determine what is within their purview and what they want to focus on. Also frame meeting as a way to prepare for President Schlissel’s visit in October.

Discussion of whether Faculty Council should act as coordinating body for all work on Climate Report issues.
Heather Laube came and gave background into Climate Study and how it came about, how the process went, and what has happened since the report came out. Rankin suggested immediately identifying three action items. This should be a focus of the Governing Faculty meeting on September 15.

Discussion of vacuum of responsibility in the wake of the release of the results. There is a description of next steps on the site accompanying the survey and it was discussed that although no one has moved on those steps, that Faculty Council and the faculty at large take those charges on and move forward.

Heather will give 3-5 minute introduction to Climate Study at the Governing Faculty meeting on September 15. She suggests that there be continuity with moving forward with people who were involved with the working group for the study, people who have a deep understanding of the issues at hand, and communication and involvement of all the major governance groups and working bodies on campus.

Potential actions to identify/take on:

- Audit of HR
- Microaggression/bullying
- Abuse of power/shared governance issues

Our main ask at the meeting is to get information to figure out where we are at and where we need to direct actions.

**Meeting adjourned at 10:45am**

Respectfully submitted
Emily Newberry- Secretary/Chair-Elect