Faculty Council - Minutes of February 20, 2019

Location: 320 TL Library Director’s Conference Room

Present: Ricardo Alfaro (Past Chair), Sy Banerjee, Aviva Dorfman, Mickey Doyle, Nick Kingsley (AAAC), Adam Lutzker, Cathy Miller (CAC/BSP), Emily Newberry (Chair), James Schirmer (Secretary/Chair Elect), Suzanne Selig, DJ Trela

Absent: Judy Haefner

Guests: David Luke (Director of the Intercultural Center), Kristi Hottenstein (Vice Chancellor for Enrollment Management), Noor Zaghmout (Applications Programmer/Analyst Senior, Student Success Center)

Meeting brought into session at 9:10am

Campus climate
Faculty Council welcomed David Luke and discussed how to best address microaggressions in the classroom and the lack of diversity in faculty representation. D. Luke acknowledged that the majority of faculty are well intentioned and do not want to be negatively contributing to such issues. He also explained ongoing work with the Black Student Union and with TCLT Director Tracy Wacker to address these issues. D. Luke shared copies of 35 Dumb Things Well-Intentioned People Say, by Dr. Maura Cullen, and noted that more specific complaints from students do arise with some prompting, though many are hesitant.

Faculty Council members suggested there might be other ways to engage, to work with student leaders, and signal the value of taking a step, including how to communicate that improving the campus climate for marginalized students is worth doing. D. Luke encouraged Faculty Council to consider the importance of taking a multifaceted approach, and so members discussed possible training in intergroup dialogue and/or unconscious bias and the drafting of diversity/inclusion statements for hiring and syllabi. E. Newberry will forward information on STRIDE training to Faculty Council.

Minutes of January 9, 2019, approved
Minutes of January 23, 2019, approved
Minutes of February 8, 2019, approved
AAAC update
N. Kingsley shared that AAAC supports Kristi Hottenstein’s suggested revisions to merit scholarship for Fall 2019 and that AAAC found the Interim Provost’s request for two Associate Provosts reasonable. N. Kingsley also explained that the academic calendar will acknowledge UM-Flint-specific activities and that AAAC will have more direct input, though it will not be expressly responsible for creating the calendar itself.

Merit scholarship
Faculty Council welcomed Kristi Hottenstein and Noor Zaghmout to present on likely changes to the requirements for merit scholarships. K. Hottenstein expressed a desire to do right by faculty governance and a hope for constructive feedback. N. Zaghmout presented data on high school GPA and ACT/SAT scores relative to student retention and performance at UM-Flint. On this data, K. Hottenstein proposed a new sliding scale for merit scholarships, one similar to UM-Dearborn, in which the GPA requirement would not change, but that an ACT score of 20-23 and an SAT score of at least 1100 would be required. K. Hottenstein also shared the intent to implement and repackage for UM-Flint students in Fall 2019, noting that this would be new and not retroactive. K. Hottenstein also said that we’re losing a potential student population to other area colleges and universities and that this change in scholarship requirements could stem that loss. K. Hottenstein acknowledged the possible perception that this change might signal a drop in expectation of the quality of student some faculty expect. Faculty Council members expressed overall support for the change, noting that this is more of a business decision with no new additional dollars attached. Furthermore, the change appropriately accounts for and even courts the sort of student that can be successful at UM-Flint.

Matters arising
Faculty Council members requested an invitation from Interim Provost Susan Alcock to discuss the request for two Associate Provosts, noting that while the AP for graduate studies is largely understood, the AP for undergraduate studies is less clear. E. Newberry will make the invitation.

E. Newberry communicated two possible code changes on the horizon: the timing of surveys of administrators and the removal of a disruptive member of a standing committee.

Meeting adjourned at 10:49am