**College of Humanities and Social Sciences**

**College Faculty Council**

**Minutes**

**November 12th, 2019 • 11:00am • SO 5012**

Attending: Drs. Abaidoo, Aust, Arnett, Churella, Daws (guest), Giddens, Hedeen (Co-Chair), Long (Dean), Majumder, Martin, Pieper, Santini, Sen

Secretary for meeting: Dr. Santini

Meeting called to order by Dr. Hedeen at 11:06am.

*New business*

1. *Update on CHSS Standard Class Size Task Force (Dr. Daws on behalf of the task force).*

The task force is collecting data from peer institutions and is halfway through with data collection (final report to Dean expected for mid-Spring; the group does not plan to make a recommendation). The members have met twice and are comparing sample courses in CHSS to equivalent ones in peer institutions. They are also in the process of conducting a survey with dept. chairs and school directors to gather information about class size, use of graduate teaching assistants, numbers of majors and minors, etc. There is no intent to increase class size but rather to explore equity issues.

Comments and Q&A

CFC members raised several issues, including:

-the possibility to explore whether certain CHSS faculty members are consistently charged with teaching higher enrollment courses.

-a general mistrust toward the initiative (not toward the specific task force) because of the repeated trend of increasing loads for faculty members.

-the role of “master courses” and the need for a discussion of how we approach such courses within the college. (The task force has been looking at online enrollment but not at master courses specifically; Dean Long stated that the discussion of master courses is ongoing).

-the need to compare non-lecture courses (i.e. courses in foreign languages) with equivalent courses at peer institutions. Dr. Daws stated that courses are being compared directly with other FL courses, upper and-lower level

-the need for cross-listed courses to be considered (the total under one designator does not reflect total of students enrolled in a class; this is particularly significant for ISD). Dr. Daws reported that the task force has met with Dr. Lieberman and is keeping this into account.

-a general wariness about the way our university has been matched with comparable and peer institutions, and the necessity to also align with associations and agencies (such as MLA, etc.) that have disciplinary-specific recommendations.

-the necessity to look at context, and past trajectory of our college.

1. *Dean’s topics for consultation with CFC or faculty colleagues*
   1. *Update on the Merit review process*

Dean Long has received reports from all CHSS Chairs. He stated that there is still much work to be done in terms of equity, transparency, and consistency (CFC co-Chair shared that the Provost task force on the same topic shows even wider variability). The discussion expanded to issues of compression and inversion, which are closely tied with merit raises. Among the CFC recommendations were:

-a call for sharing measures more broadly, including across departments and colleges.

-a call to consider the importance of full transparency for all, and especially for joint-appointed faculty members (because two Chairs are implementing the raise, based on different parameters).

-a consensus that: a. there are great issues of opacity and favoritism; b. there is unclarity on how evaluations reflect on merit raises.

A note was also made that Chairs’ and Administrators’ reviews are public and available, while Chairs’ reviews of faculty are accessible and obtainable.

* 1. *Update on the Salary Compression/Inversion Committee*

Dean Long briefly reported on the university-level Committee. He is advocating for having floor among ranks. There have been two meetings and the next one is scheduled for December.

1. *Faculty topics for consultation with Dean*
   1. *Office space*

Dean Long shared that historically there have not been rules or parameters of any kind tied to space distributions. He is part of a new exploratory group on these issues. There is a lack of across-the board-documentation on distribution of space. This academic year there is a lack of 14 office spaces for faculty. CFC members commented on the general lack of transparency.

* 1. *Task force formation*

Many faculty members contacted CFC representatives to express concern on how task forces are formed. Parameters will be shared more broadly.

*Closing*

1. *Agreement on tasks assigned today*
   1. Departmental parameters on assigning merit raises will be shared with CFC members (shred on 11/12/2019).
   2. Plan to approve today’s minutes/summary within a week
   3. Next Meeting: January 14, 2019 (Secretary: Dr. Sen)

Meeting adjourned at 12:20pm.