**HSS College Faculty Council Meeting**

**August 21, 2018 at 11:00 a.m., Dean’s Conference Room**

**Minutes**

Attending: Chuck Aust (SOCM), Steve Collins (SGIA), Beth Giddens (ENGL), Tim Hedeen (SCMPD), Marianne Holdzkom (proxy for Al Churella, HIST and PHIL), Brandon Lundy (GEOG and ANTH), Sarasij Majumder (ISD), Tim Martin (PSYCH), Jennifer McMahon-Howard (SCJ), Federica Santini (DFL), Kerwin Swint (Dean’s office)

1. Dean Swint’s report:
2. News in P&T: the Dean’s Office is asking CFC members to discuss with their relative Departments/Schools the idea of having departmental committees of the whole (tenured faculty) rather than specific P&T committees (there may still be a “coordinating committee” for letters writing etc.). If approved, the entire college would move towards this system. The rationale is a democratization of the process, giving voice to the entire department rather than a select group; this would also dilute the individual power of individuals on P&T committees by distributing the power around. In addition, a review of peer and aspirational institutions showed it to be a common model. During the discussion, the following pros and cons were noted: colleagues would become more familiar with their peers’ work; the vote would represent the entire department. On the other hand, colleagues may not be as committed or even able to carefully review portfolios (especially in larger departments). Changes in our institution, in particular the upcoming slowing of institutional growth, may affect this process in the future.
3. College P&T committee: proposal of having 7 members in HSS P&T, rotating among departments. A proposal was made to instead explore 7-member sub-committees, chosen among similar disciplines, to focus on specific portfolios. The rationale for the proposal is that the current 22-members committee is hard to manage logistically; also, 7 is a common member in other peer and aspirational institutions, and often the home department is excluded from the process at other institutions. The idea of reducing the committee to one representative per Department/School was explored and seemed to be listened to favorably among CFC members.
4. Dean’s Search Timeline

Dean Swint stated that the expectation is that searches will commence after the Provost search is completed and a new Provost has been hired.

1. Budget

Dean Swint stated that budgets are now being shifted more to departmental level; travel should be about the same. A detailed report will be forthcoming. The online revenue will not come back, so the 10% cut will not return to departments next year. There was some discussion on how travel funds are distributed within different departments, and Dean Swint mentioned a new HSS policy by which the base is an allocation of $1,500 per TT-T faculty member and $500 per lecturer that was rolled out last year.

1. Merit raises

Several universities within the USG system received merit raises, yet KSU faculty were led to believe that, once the budget wasn’t allocated, system institutions were not permitted to use discretionary funds towards merit raises. Several CFC members argued in favor of pursuing this issue.

1. Moratorium on new degree proposals.

According to Provost Noble, the new Provost will address this issue (Provost Noble is expected to leave in December).

1. Equity Relief Letter Our College has been rigorous in examining the issue, collecting data, and proposing a new model. This could be an opportunity for the CFC to meet with the President and discuss the issue. The CFC agreed on composing an updated letter (there have been three previous ones) and presenting it to our Dean, ccing the Provost and President. A proposal was made to initiate a survey on faculty morale as related to merit raises/equity in order to have supporting data to present to the President. Because Dr. Donovan had created the first College Climate survey in her role as Faculty Administrative Fellow to the Dean’s Office, the proposal was discussed to ask her if she would be able to follow up on her previous work by creating this new survey (with the support of a team). CFC members voted to re-craft the letter and agreed to reach out to Dr. Donovan for the survey.

Meeting adjourned at 12:25pm

*Minutes submitted by Federica Santini*