



Humanities and Social Sciences (HSS)
College Faculty Council (CFC)

HSS CFC MINUTES
SO 3020
September 16, 2009

Attending: Cindy Bowers, Mel Fein, Neysa Figueroa (substituting for Anja Bernardy), Michael Firment, Tim Hedeem, Harry Trendell, Rich Vengroff, Gerrit Voogt, Deanna Womack

1. Tension between older and younger faculty.

The council members saw this as primarily a departmental problem. Several suggestions were given for dealing with the problem: retreats, contacting the grievance director or the ombudsperson, the development of a more formal process for integrating new faculty, and having more informal gatherings.

2. Pre-hiring checks by department tenure and promotion committees for candidates for administrative posts.

The Dean explained that the process did not need to be a full-scale tenure decision, but was an opportunity for screening potentially untenurable candidates.

3. Adjusting work expectations for loss of time due to furloughs.

Adjustments for a three or four percent decrease in work time were seen to be difficult to do in a systematic manner.

4. Workload adjustments for directed study courses.

Department guidelines were thought to be unclear. Council members will investigate their departments' policies for discussion in the October meeting.

5. Chair evaluations results.

At least two departments were uncertain as to whether chair evaluation results were distributed to the faculty. The Dean said that such results were to be distributed soon after they were compiled. The council members for the two departments will attempt to discover whether or not the results were distributed.