

CHSS CFC Meeting
19 September, 2017. 11 am, Dean's Conference Room, CHSS
Minutes

Attending: Albert Churella (History and Philosophy), Steve Collins (Political Science and International Affairs), Robin Dorff (CHSS Dean), Beth Giddens (English), Tim Hedeem (School of Conflict Management, Keith Hopper (Technical Communication and Interactive Design), Thierry Leger (CHSS Senior Associate Dean, guest), Brandon Lundy (Geography and Anthropology), Dorothy Marsil (Psychology), Federica Santini (Foreign Languages), Ken White (Sociology and Criminal Justice).

Today's volunteer for minutes: Beth Giddens
October meeting minute taker: Tim Hedeem

Previous Minutes: Motion to approve passed with a few minor corrections.

1. Ken welcomed new members and wondered if Sarasij Majumder would continue to represent ISD.
2. Tim suggested that the CFC adopt a new practice of reviewing, approving, and sharing meeting minutes with faculty within a week of its meetings. He stated that doing so would be in keeping with the purpose of the CFC to be responsive and transparent with the faculty about its discussions with the dean. The logistics of this idea were discussed at length, and we agreed without a vote to attempt to have draft minutes to share as soon as possible after meetings. No decision was made on approving final minutes before the beginning of subsequent meetings. As always, CFC reps. are welcome to share their notes with their departmental colleagues before formal minutes are available. The members also agreed that the minute-taking task would rotate alphabetically by last name, beginning with our October meeting.
3. Ken announced that several members had asked whether the CFC meeting time might be changed to accommodate the schedules of those who teach at 11:00 a.m. on Tuesdays. This idea was discussed at great length and with considerable passion. Some members noted how important it is that they are able to be present to represent their departments and that proxies may not be available. It was not clear what a better time might be for the group, given that the semester is well under way and schedules are set. The council agreed to participate in a Doodle to determine the best meeting times for the rest of the semester. The Doodle will close on Sunday, 24, and Ken will announce the results. The current notion is that beginning January 2018, the CFC will return to its traditional meeting time of 11:00 a.m. on Tuesdays, once a month.
4. **Dean Dorff: CHSS update on initiatives, developments, policies, etc.:**

A CHSS town hall will soon be announced to discuss the proposal for the establishment of a School of Government and International Affairs. The dean noted that broad input from the college community is being sought even though college approval is not required to move forward with this initiative.

The university's Institute for Effectiveness is working on creating "dashboards" that will readily make data about student enrollment and progression towards graduation available to deans, chairs, and faculty. It is not clear when the dashboards will become functional. This work will support the push to help students progress in their degrees and graduate as quickly as possible.

The dean mentioned how informative a recent workshop on metacognition had been. It gave faculty insight into why students struggle so much in their studies. Additional workshops on related topics will be planned for the future.

The dean remarked that the college is continuing to seek ways to pay CHSS students for their otherwise unpaid internships. It is also continuing to encourage and extend experiential learning for students.

The CHSS Diversity Task Force, created last year, will continue its work this year, and there is some discussion about whether it should become a standing committee in the college. At the moment, a discussion about the membership is taking place. Last year's approach of having the college's KSU Diversity Fellows form the task force will not work as effectively because three of the four fellows are faculty in one department. In addition, an event focused on "Diversibility" is being planned for October 19. It will include a public lecture and workshop.

The university deans will meet tomorrow with the provost to discuss a number of issues focused on raising the profile of KSU's academic mission. This issue extends to financial resources and involvement in key searches. For example, over the last 12 years, the percentage of college spending on academics has declined from more than 50 percent to 43 percent.

In response to a question from Steve, the dean stated that summer teaching money increased about 2 percent this year. Also, 75 percent of last year's budget has been allocated for this year, and the final budget will include at least as much as last year's.

A new process for allocating travel funds to faculty and departments is on the agenda for the next CFC meeting. It will define travel funds as available for "professional development," which may include conference presentations,

research, and attendance at workshops. The new policy will establish a baseline for lecturers in all departments.

Distribution of funds to address the salary equity issue is on hold until an external study of salary equity among KSU staff is completed. The study has not yet begun. At least \$1 million will be devoted to addressing equity problems though the need may be much greater. The provost has said that news about equity adjustments will be available by December and disbursements, when made, would be retroactive to this August.

5. Thierry Leger joined the meeting to discuss the implementation of CHSS P&T Guidelines:

Thierry recounted that the college passed, with a faculty vote, new guidelines in March. These were approved by the CFC and sent to the provost, who signed them August 14, the same day that portfolios were due for candidates going up for promotion and tenure this year. The college typically waits a full year before new guidelines go into effect, but Thierry wondered whether this waiting period is necessary in this instance. New department guidelines are currently being reviewed in the college. Thierry explained that no significant differences exist between the new and old guidelines because external letters and the rule requiring full professors only to review candidates for full professor are already scheduled to go into effect for fall 2018 candidates. After some discussion, the group decided to ask our departmental colleagues for input on this issue and resume discussion of it at the October meeting.

Meeting adjourned at 12:25 p.m.