

College of Arts & Sciences
Faculty Council Meeting
Minutes
October 23, 2015

Attendees: Elizabeth Bell, Eric Eisenberg, Robert Potter, Michael Brannick, Michelle Kinzie, Stephen McNutt, Christopher Osovitz, Philip Porter, Christine Probes

Guests: Kevin Yelvington, Jacqueline Siven

Absent: Allison Cleveland-Roberts, Vicki Gregory, Cheryl Hall, Natasa Jonoska, Adriana Novoa, Dana Pittman, Amy Rust, Michael Shuman

- I. Meeting called to order.
- II. Introduction of guests, Kevin Yelvington, Chair of the CAS Diversity Committee and graduate student, Jacqueline Siven, student rep from Diversity Committee.
 - Highlighted some points from the Diversity Committee Report including Point #4 on page 2 and Point #3 on page 1.
 - Encouraged the College to adopt a diversity statement, a diversity program, and hire a diversity officer. Engineering has a diversity officer funded by E&G funds and Kevin encouraged Dean Eisenberg to consider a similar position for CAS. Anthropology recently formed a diversity statement that was included on their website. Kevin requested that Dean Eisenberg impose upon departments the creation of a diversity plan for their department.
 - Phil Porter asked how effective the Engineering Diversity Officer had been in reaching their diversity goals. Kevin does not have that data at this time, but suggested that Dean Eisenberg create a working group to do some fact finding about a potential Diversity Officer position.
 - Jackie Siven provided some information about a proposed baseline survey to students to get student perspective regarding diversity issues.
 - Kevin suggested that the Diversity Officer in CAS go beyond just focusing on graduate diversity as Engineering's position primarily focuses on.
 - Dean Eisenberg has a preference to broadly construe the definition of diversity across CAS and it should include faculty, staff, and students.
 - Need to be very clear about what the challenge is that we want to address.
 - Associate Dean Bell presented figures from an AAU report received from Dwayne Smith where USF ranked #3 in terms of men and women diversity.
 - The question was raised as to whether we can make better use of the office of Diversity, Inclusion and Equal Opportunity (DEIO) as a resource?

- Kevin said that we are currently working with DEIO, but the Diversity Committee would like to see individual department plans for diversity. DEIO addresses bigger, broader issues so it is not necessarily sufficient to address issues at the department levels. A diversity program may be an incentive to recruit to USF.
- Issue was raised by Kevin that Bernard Batson, the Diversity Officer in Engineering, is also the LSAMP Director for the Tampa Campus and gets to define which disciplines are STEM for various programs such as bridge to doctorate program. Kevin requested that Dean Eisenberg talk to the Dean of Engineering about STEM definitions to see how more CAS disciplines can be included in STEM.

III. Review of Minutes: Committee did not have a quorum, so minutes will have to be approved at next meeting.

IV. Dean's Remarks: Dean Eisenberg gave a brief overview of the following items.

- Recently went to Sarasota and presented the proposal for the new School of Interdisciplinary Sciences. There was unanimous approval and it will now go to the Provost. If the Provost approves, then a start date will need to be determined.
- The Faculty Senate approved Psychology's request to move to SNSM. The Faculty Senate wanted to weigh in on the moving of units in CAS. Governance documents for CAS and school governance documents do not uniformly deal with school moves. The Faculty Senate approved Psychology's move but also approved a request to CAS for schools to address this in their governance documents.
- President going to post Huron report on the website.
- RCM still has a June start date.
- CAS approved 23 searches in the College.
- CAS is putting in an application this year for Phi Beta Kappa.
- For summer, trying to increase enrollment and figure out funding for study abroad.
- Associate Dean Bell gave an update on tenure and promotion. The ballot is out for yes or no recommendation of revisions. Fifteen departments have finalized their own T&P criteria and voted on them. They still need to be forwarded to the Provost's Office. Schools will be finishing up their review on October 29 of the 28 T&P applications which will then be forwarded to the CAS committee for review.

V. Old Business: CAS Faculty Council Assemblies. Next Assembly December 4, 2015 at 2:30. What should assemblies consist of?

- No speaker necessary since Dean Eisenberg will be speaking.
- Per CAS by-laws, Dean Eisenberg is required to give a state of the college and allow for Q&A.
- Could Faculty Council come up with questions to help prompt more involved discussion?
- Christine Probes suggested soliciting questions from faculty to be addressed at the assembly and give them to Dean Eisenberg ahead of time. Transmission of the questions to the Dean would be anonymous.
- Michael Brannick suggested that faculty be asked for initiatives or ideas such as what direction would they like to see CAS move in? Or what's next for CAS?
- Dean Eisenberg asked the committee to consider how to increase attendance. Committee suggested that an interactive discussion about initiatives and future direction might increase attendance.
- Associate Dean Bell suggested using Constant Contact to collect comments. Rion, the CAS webmaster, could set it up and send out the URL. Comments would be due prior to Thanksgiving.

VI. Meeting Adjourned