

CEPP Meeting Minutes  
09.09.2020

Zoom Conference 4-5 pm.

Scribe: Mahesh Shankar

Attendees: Peter von Allmen, Cerri Banks, Andrew Bozio, Sean Heaney, Jina Mao, Feryaz Ocakli, Michael Orr, Mahesh Shankar, Leigh Wilton, Sophia Paulino Adames.

The meeting began at 4 pm.

- Meeting minutes approved.
- Updates:
  - Peter von Allmen, the Faculty Director of Assessment, announced that he will be developing an assessment project connected to the president's racial justice initiative, and that he is in contact with chairs and program directors.
  - Michael Orr: Spring 2021 academic calendar dates need to be finalized as Dave Deconno reaches out to chairs and program directors about course scheduling. Decision needs to be made within the next week. We should assume that there will be no major change in COVID situation.
    - Discussed option to cancel Spring Break, and begin semester one week later.
    - Student affairs also needs to know what the academic calendar will look like very soon in order to plan ahead.
    - Possibility of Spring Break on campus or a shorter spring break (long weekend) on campus discussed.

1) Discuss the outcome of the faculty meeting held on Friday, September 4, 2020.

- The motion was postponed/tabled in the previous meeting.
- Hope was to have a vote resolve the issue, but not clear what kind of compromise or consensus solution might be reached once a vote is held.
- Concerns about 2 questions: 1) if evaluations are held, how does one ensure that there is both leniency for professors and that concerns highlighted in them are addressed from the perspective of students? 2) If the faculty decide not to hold student evaluations in Fall 2020, how do we ensure students are better aware of the bias response mechanisms and access to CAFR? How can the College reassure students with regard to this question?
- In addition to offering more avenues for students to report bias, we also need to ensure that students can see the process working, which is their major concern. How do we observe if the offending behavior has or has not changed as a result of the bias response process?
- We also need to address the concern that the current Dean's Card form was not designed for online instruction. Some faculty are concerned that this may compromise the validity of the Dean's Card in the current context. How do we address this question?

- Discussed possibility of compromise involving long-forms that departments administer, with questions recommended by CEPP which directly address the issues of bias. Essentially ask two sets of questions to the faculty re: administering the Dean's card and/or the long form. (Amendment to motion in this case)
- Suggestion to add language for students as well with regard to keeping in mind current conditions and considerations of bias in evaluations.
- Discussed issue of trust: how to reassure faculty that these evaluations will not rebound on them unfavorably, especially those in vulnerable positions.
- Question of whether to go ahead with current motion as it is; and if so, what is the backup if the motion is rejected? Suggestion to then move to question of whether to just administer long forms?

Issues on agenda that we not discussed:

- 2) Discuss whether CEPP should prepare a statement that would be permanently attached to the Fall 2020 Student Ratings reports to provide context for future readers.
- 3) Discuss the administration of departmental long forms. We need a timeline and strategy for communicating with chairs and program directors, and how to inform them about the process of preparing and administering the departmental long forms.
- 4) CEPP motion to change the Faculty Handbook (from April 2020).

Meeting ended at 5:01.