

## **Faculty Executive Committee Meeting Minutes**

August 27, 2020 1:30 - 2:30

Present: Katie Hauser, Xiaoshuo Hou (scribe), Jason Ohlberg, Casey Schofield (chair)

1. Meeting minutes from 8/5 – revised and approved
2. Casey has reached out to the Faculty of Color Caucus to offer support
3. Preparing for the election cycle

FEC members have been assigned to each reach out to a couple of governance committees to see what their staffing needs are for AY2021-2022 and the constraints (rank, division, etc.) for those openings.

4. Faculty meeting structure/approach

Agenda items are full for the first faculty meeting. No time for discussing the listserv, which will be on the October agenda.

Discussed possible ways to change the faculty meeting structure so that faculty can have more time and opportunities to discuss the agenda items, such as utilizing the Chat function and breakout rooms, reducing the time of presentation from the administrators by providing faculty with written documents ahead of time, etc.

FEC should advocate for keeping the Chat function open.

FEC would like to explore the differences between Zoom Webinar and Zoom Pro and how that may affect the structure of faculty meetings.

In reviewing the agenda items for the first faculty meeting, it was decided that FEC should advocate for keeping on the agenda CEPP's proposal of changing Faculty Handbook language regarding student evaluations, which should not be delayed to the October meeting.

5. Organizing process for brainstorming around addressing concerns about faculty voice in admin decisions in light of faculty concerns raised at the faculty-only forum on 8/14

Discussed possible ways to ensure that the faculty representative does represent the faculty and report back to the faculty.

Discussed the possibility of holding a retreat with selective faculty members who have been in administrative roles to brainstorm ideas about increasing faculty representation and strategies to bring it to the administration.

6. Concern about salary equity adjustment

A faculty member reached out to Casey and shared concerns about salary equity adjustment. Not clear if gender-based equity policy has continued.

Discussed who should be responsible for advocating for salary equity and the limitations of chairs and program directors as advocates. Discussed potential gender- and race-based inequity and what is equal is not necessarily equitable.

Decided to ask Dean Orr about data compared to peer institutions.

7. Other topics (faculty meeting agenda, academic strike, anything else?)

There's a call for academic strikes on Sept. 7 and 8 in solidarity with the Black Lives Matter movement. Casey has brought this to the attention of the administration.

Discussed the need for an institutional process of how bias events are reported and responded to.

Based on feedback from the last faculty-only meeting, discussed the possibility for holding more faculty-only meetings.

Discussed the issue of a couple of faculty members who have to teach during scheduled faculty meeting time and that they have not been reached out to. Also, the Greenberg Child Care Center closes at 4:20pm instead of 5:30pm this semester, and thus faculty members with preschool-aged children will have to leave the faculty meeting at 4:10 at the latest. The Dean has been notified of both issues.