Meeting Agenda

10:00 am – 10:10 am
Introduction & Announcements
Caroline Dionne and John Sharp

10:10 am – 10:30 am
Equitable Faculty Hiring Working Group
Rit Premnath and John Sharp

10:30 am – 10:45 am
School Dean Renewals and Appointment Process Vote
Caroline Dionne and John Sharp

10:45 am – 11:15 am (staff invited to this portion, dependent on Assembly vote)
Climate Assessment Task Force
Maya Wiley and Melanie Hart

11:15 am – 11:30 am
University Senate Update
Craig Bernecker, UFS co-chair

Meeting Minutes
Submitted by Alaiyo Bradshaw 3/26/19

Meeting was called to order at 10:00
Caroline Dionne and John Sharp, PFC Co-Chairs

10:00 – 10:10
Introduction & Announcements
Caroline Dionne and John Sharp

JOHN- Lighting needed?
Vote passed on the staff attending the Climate Assessment Task Force portion of today’s meeting
Group ongoing with a faculty search. Faculty diversity. Not an extra attribute but fundamental. The head of Social Justice has been overseeing. We looked at what other Universities are doing. Job description, websites, policy, best practices and reading. Anne provided an outline with faculty lines and searches and how they are done. The committee has come up with suggestions. The Deans search went well so it is used as a model. Drafting materials and they will be distributed next week. Will see how job description is posted and what a search committee should be doing.

We need a supervisor of Diversity, Equity and Inclusion. Should issue annual reports on how the University is doing. We need to have an actual overseer, we need a faculty leader.

We need to find out what our needs are. Anti-bias training will be put in place.

SEARCH PROMOTION - we need to see where the promotion is placed in order to find a more diverse pool of applicants. We are looking at ways to not prioritize only job talks. Look at teaching more as it is often over looked.

CANDIDATE REVIEW - A review of the list, want to include a check on diversity. Interviews after the candidates are decided on and before the campus visit.

PRESENTATION to the Deans Council and put it in place before two weeks when Rachel arrives.

It is important to be trained and thoughtful and serious. Our students are mostly in touch with PT faculty. How do we come up with strategies of hire instead of simply hiring our friends and people in our networks?

Q-I appreciate the systems that are in place. I caution a parental oversite. We should all be educated at every point. All of us should have oversite not just a particular hire.

A-this would be a faculty Ombuds and the Dean of Faculty should be a faculty member.

Statement-Faculty bias training should be at the start of the year for all faculty and staff, and not just a committee. School Dean has to play an important role. We had a gender imbalance now and we are working on it. We need to look back in the last 5 years to see if we have evolved. Documents and accounting for the last 5 years, The Dean should weigh in and say this is not a diverse enough pool. Directors have to play an important role in this as well.
A-Not all parts are in this document. School Deans are in this process.

A-School Deans and Staff are on the committee. Some coordinators are on board such as Rory, Fatuma and Shana. Need to have a non-emergency process instead of friends and people others know. We have 300 faculty in First Year alone. The Provost Office just released a process. Requiring a check-in for the applicant pool-diversity. Pushing the University to look at institutions for graduates who meet our diversity needs. We need support from Deans and receive feedback that matters.

A-Anti-bias training should include the Deans.

Statement-First, thank you. I would like to share a way I served on the Middle States. Reviews of faculty for Tenure was discussed with concerns D, E, I. I would suggest that this work could be shared.

A-APT and URC could weigh in.

Statement-We need to define diversity and who is included.

A-We have discussed of how diversity is defined. What equity means and what diversity means.

Statement-If we have few Tenure track positions, we don’t have Senior faculty to consider.

Q-How do you see this going [Asked of John]

A-Monday after the break we will give a report. And will come back to you after you respond to the shared document. We hope to have this together by the end of the semester.

Statement- We have various female candidates and we discuss how we work with women, diversity in all forms and how this diversity is defined.

Statement-Getting a way to move from white men. We need to embrace this as a group and hear each other out. We need to hear from white men. We need to duke this out at some point. Setting aside a meeting to address this discussion.

A-(John and Caroline) We need people to look at the document.

John closed with thank you and all clapped
10:30 – 10:45
School Dean Renewals and Appointment Process Vote
Caroline Dionne and John Sharp

Discussion of shared Google document - We asked for all PFA to look at the document. Caroline named people on the Taskforce. We were able to validate the current version with the Deans Council. She gave a history of the process and why it was put in place. We wanted to have Faculty involvement and inclusion.
Next step will be to formalize the language for the good work the committee has done on the Executive Deans Search Committee.
At this point it is stabilized by the PFA, PFC, and Dean’s council. Our goal would be to enter in a negotiation with the Provost office. We want faculty to have their vote in negotiation with the Provost Office. The PFA has bylaws to see how the searches are conducted. We can’t bring all processes across leadership in this document. This will be a supplement in the Faculty Handbook.

Statement-(Joel)-This is a process that has been in place for some time. There is new material such as the voting. 1. Voting by criteria on the spot. 2. Direct up and down vote is also new. Past practice has not been documented before.

Caroline- All could weigh in on the decision. I motion the document should be open to an online validation. If everyone can agree now or on line.
Vote-no one wanted to vote now.

Statement-We would like to put the document online again for review before we make the vote.

A-We will put the document online for a 48-hour period.

John thanked the taskforce and the Deans Council

Q-What happens after it is approved

A-We will have to ask about this

__________________________________________________________________________________________________

10:45 – 11:15 (staff invited to this portion per Assembly vote)
Climate Assessment Task Force
Maya Wiley and Melanie Hart
Caroline introduced the speakers. The speakers introduced themselves. Ask Melanie questions if you need to reach out. We want to ask for engagement from the audience. Don’t be shy. I want to define climate – are we welcoming, inclusive, living our values. We are doing this now beyond a discussion. There have been various assessment forms, this is not a first. None of the other assessments were for the University as a whole. They were only for specific populations. The University assessment was not quantitative but qualitative. Consultants are working with us now.

Last spring was rough for various reasons. My opinion is that we are always reacting. We need to hear from most of the University to help us prevent the things we are reacting to. We have a taskforce from across the University who guides us. They were selected by their role such as staff, faculty senate, Executive Deans and Operations leaders. That list is on line with frequently asked questions. When the material is analyzed we will start interviewing and form a focus group. Everyone can take part in the online survey. You should all take it. The report will be public to the community. We will figure out where to post it so that all can see and send out an email. All will see recommendations and data. We will tell the University leadership what we think should be prioritized. The community will get what the taskforce and community thinks. Engage the community with the amplification looks like. Ongoing - we will measure it in 3-5 years. We are trying to be transparent and engaged. We want to avoid something getting started and then gets dropped, as we know this is a pattern. The board and change of leadership will get comprehensive from the community, We need the PFA to take part. We will get an analysis from the consultants and focus group. We will keep the survey participants and input anonymous.

Q-Will this push the board of trustees to see it as a criterion?

A-We did not know that David would be stepping down. We don’t know the timeframe of the new hire. We hope our process aligns. The new president would have the data. We stole from MICA and how they structure. Our taskforce transcends the sharing of assessments. We spoke to folks in the University of North Carolina. The taskforce makeup will probably change once we see what implicating needs to be. They changed them at MICA as well. It will still be an established body moving forward.

Q-It was great to take the survey. There was one set of questions that I could not answer, when we were asked to rate around faculty, staff and students. Who is admin is the issue. I ask students and colleagues to take this, I am not clear about the staff and admin roles and how to answer some questions. It would be helpful to know what the goals are when asking those questions, mainly, what is the difference between staff and administrator?
A-Each role received a separate survey. Student, staff and faculty. All were not sure of what they could comment on - such as a white male. We are not excluding those who are expressing their opinions.

Q- I run a big program there are faculty and staff who are at odds at times. Will there be space for differentiation in the mission?

A- The mismatch is important to identify. Important for us to update overtime and the survey may change, Nuance is different in a quantitative and qualitative. We need to frame the tension. There is success if the tension is identified. We had a focus group in different parts of the University to get their different takes on things. The consultants have 30 years of experience and can give good recommendations. Tension will help with priority. It will be a process.

Q- Can we go backwards? I couldn’t find a way in the survey.

Q- I took the survey and had trouble navigating myself. Between staff, faculty and admin.

A- We are identifying people in power and the participants would self-identify. We all have multiple hats and to speak from what hat they wear.

Q- The survey asks you to express how you feel.

A- We mean the hierarchy and the tension and capturing the mismatch.

Q- I do related research. Is it too late to ask consultants to provide clarification?

A (Maya)- Helpful recommendation. This was a decision I made. We worked to get the survey ready by the end of the semester. The survey went up; on March 7th. We did not want this to carry on into the summer. We will ask but the possibility will be low. We were shooting for well enough- but this is not the end. Another process to see how we are doing will take place. I want to be transparent by the way. The timing mattered.

Statement-To build support before 3-5 years is not a good idea. To build expertise in the president transition is. We want the surveys to be more valuable to us.

A- I am open to a different time frame. But we need to track progress. We need to know we are making progress. We are open to feedback and change. Tomorrow we will send out a message to give time to students and staff during work and class time. We need to give them access to computers. Give some class time.

Q- What is the deadline?
A-March 28th. We hope to get as much participation as we can. The week after Spring Break, we will try to table in the UC.

There will be more opportunities to discuss this further.

(clapping)

11:15 — 11:30
University Senate Update
Craig Bernecker, UFS co-chair

Craig was unable to attend. Ulrich Lehman provided updates.

Two faculty will be asked to participate in the presidential search committee. Staff, faculty and students will be on the committee. The Senate asked for nominees. The search committee put pressure on the Senate.

Statement-The co-chairs of the Presidential Search Committee all met with the co-chairs of the various Senates. Students submitted 6 names instead of voting. Staff co-chairs held an election with 2 choices on the top. The faculty senate has yet to meet. Maybe some nominations were made amongst the faculty senate?

A-The Senate website is being recreated. However, the information will be read through by the PFC and we will bring the info to the PFA.

Q-Should we fight about faculty?

A- We need to ask who the Faculty senate candidates are.

S- The fact that they gave us 10 days for the nominations is a problem. We need to push back on deadlines.

A-What we did last year what to ask for an extra ordinary meeting.

Q-How many faculty would we ideally have?

A-One person from each school.

S-The questions that the search firm asked before made me scared and they push back and put short deadlines to have complete say.

A-They are taking this seriously.
Show of hands to have another discussion session? We are in support of pushing this issue and will check in with our student and staff piers.

John-Thanks y’all.

Meeting ended and 11:34.