

General Faculty Meeting

September 21, 2016

A General Meeting of the Faculty was held on September 21, 2016 in the Dolan Auditorium of the Dolan Science Building. The meeting began at 2:03pm.

All members of the Faculty Council were in attendance. There were 89 faculty members present.

The agenda for the meeting was distributed in advance via email.

Minutes

- I. Chair's Announcements
 - A. Minutes from the Faculty meeting on April 13, 2016 are available online. By acclamation (that is, no changes being offered), the minutes were approved.
 - B. Next Faculty Council meeting: October 5, 2016
 - C. Next General Faculty meeting: October 19, 2016
 - D. The parliamentarian for this academic year is Dr. Brent Brossmann. There was applause for his continued service in this capacity.
 - E. Dr. Gloria Vaquera was appointed as Director of the ISJ Subcommittee for the Integrative Core Curriculum.

- II. Report on the number of faculty eligible to vote

Roy Day, chair of the Election Committee, reported that for this academic year:

There are **199** full-time faculty,
7 of whom are on leave.

Thus, there are **192** current voting faculty members
with a majority of **97**
and a quorum of **39**.

Roy also noted that the elections for open positions are open and accessible via Canvas as a "Survey."

- III. Introduction of New Faculty

The following new faculty members were introduced:

- A. Accountancy – Mark Sheldon (Assistant Professor)
- B. Classical and Modern Languages and Cultures – Xinxin Liu (Confucius Scholar)
- C. Economics and Finance – Ficawoyi Donou-Adonsou (Postdoctoral Scholar)

- D. Mathematics and Computer Science – Rebecca Fang (Visiting Assistant Professor)
- E. Philosophy – Nathalie Nya (Postdoctoral Fellow)
- F. Sociology and Criminology – Kenneth Chaplin (Postdoctoral Fellow)
- G. Tim Russert Department of Communication and Theatre Arts -- William Weaver (Visiting Instructor)

IV. Discussion of efforts and programming around diversity, equity and inclusion

Medora Barnes (Past-Chair of the Committee on Gender and Diversity) and Emily Butler (Current Chair of the Committee on Gender and Diversity) were invited by Faculty Council to lead a faculty discussion on programming around the issue of race and diversity. Medora began the discussion with an overview of two committees on campus responsible for developing programming around these issues:

- ⊗ the Diversity, Equity and Inclusion Committee (DEI), a campus-wide committee with representatives from staff, administration, faculty and students;
- ⊗ The Gender and Diversity Committee, a Faculty Council committee.

With the aid of Nancy Taylor, Medora gave a brief history of the DEI Committee. She also described its current membership which includes Emily, Dr. Terry Mills, Dr. Brian Williams, David Wong, David Sipusic, Tonya Strong, and Faculty Council's own Nancy Taylor, among others.

Medora took several questions from the Faculty regarding the make-up of this committee. Specifically, a faculty member asked if the DEI Committee was a faculty committee. Medora answered that, no, as a committee, it has responsibility over the entire JCU community, investigating and developing policy and programming geared for everyone – students, staff, administration and faculty. It facilitated the highly regarded Community Forum about race and racism on campus last year as well as the “In It Together” program among others. Later in the meeting, Margaret Farrar noted that much of the recommendations of the DEI Committee from last year have already been implemented, particularly, regarding training workshops for departments that are hiring new faculty this year.

Medora was also asked whether the DEI Committee was solely interested in concerns regarding HLC right now. She said that, no, this committee began before there were any HLC concerns and will continue past the current review. Rodney Hessinger asked whether the DEI Committee is concerned with Enrollment strategies and the diversification of incoming students. Medora said that, yes indeed, conversations are occurring in this regard. Dean Margaret Farrar echoed the

importance of this type of work, stating that it is easily imagined that the work of the DEI Committee will be very involved with the implementation of the strategic plan.

Emily Butler, then, opened the floor for discussion of what issues the faculty felt that the G&D Committee needed to hear about this year. What are the concerns of the faculty regarding gender and diversity? What things should they pursue?

Jean Feerick wondered whether the G&D Committee could develop a “ground-up” approach to addressing these issues, complementary to the work by the DEI Committee, which seems very “top-down” in its approach to developing programming. Both approaches in tandem might foster more conversation and community-building than what would occur with just one approach.

Both Amy Wainwright and Tamba Nladu worried that many events addressing issues of diversity and equity on campus were not often heavily attended by faculty members, giving staff and students a sense that faculty were not invested in these efforts. Emily acknowledged that we need to get more faculty involvement in many of these programs. Mindy Peden suggested that, if more high-profile scholars in diversity and equity were brought on campus, there might be more interest among the faculty to attend these events. Malia McAndrew voiced support for the student-planned events, remarking on how the organization of these events initiated by the students themselves indicates the high level of student commitment to these causes. It is thus important for faculty members to attend these events in order to show support.

Several other items were brought to Emily’s attention. Medora and Emily thanked the faculty for their input.

V. Adjournment

David Sipusic being delayed at the concurrent Board of Directors Meeting, the General Faculty Meeting was adjourned at 2:55pm.