

General Faculty Meeting
Sept. 20, 2017
2:00PM – 3:15PM
Donahue Auditorium

Minutes

Faculty Council members present: Medora Barnes, William Bockanic, Brent Brossmann (vice-chair), Emily Butler (chair), Mina Chercourt, Larry Cima, Gwen Compton-Engle, Ruth Connell, Jeff Dyck, Kris Ehrhardt (secretary), Brendan Foreman, Marcus Gallo, Nathan Gehlert, Richard Greci, Dan Kilbride, Bo Liu, Michael Martin, Frank Navrati, Chris Sheil, Paul Shick, David Shutkin, Kristen Tobey. Absent: Mariah Webinger.

Having achieved a quorum, the meeting began at 2:03 pm.

- I. Chair's announcements
 - a. Minutes of April 26, 2017 faculty meeting posted on the Faculty Council website were approved.
 - b. HR Policies under review: Contract Approval, Tobacco-Free Campus
 - Faculty Member Question: There was a policy up for review, but I couldn't find how to submit a comment—was there a mechanism that I could click on?
Butler: There's supposed to be a form, if not, contact the HR policy people.
 - c. Canvas discussion through 9/27 on confidentiality in the presidential search.
 - Barb D'Ambrosia and Ed Hahnenberg will share posts with Mike Merriman without names. Please encourage others to add to the discussion. A longer discussion of this issue occurred in the latter portion of the Faculty Meeting, see Item IV below.
 - d. Important dates:
 - Sept. 19-20: Board meetings
 - Sept. 29: Self-evaluations and tenure/promotion files to department
 - Oct. 4: Faculty Council meeting
 - Oct. 18: General faculty meeting
 - Oct. 18: Midterm grades due

- II. Department chairs or representatives introduced the new faculty members of their departments:
- a. Accountancy—Joanna Garcia, PhD, Arthur “Tripp” Petzel, PhD
 - b. Biology—L.K. Tuominen, PhD
 - c. CMLC—Lingyan Ke
 - d. Communication and Theatre—Christina DeVoss, Sejung Park, PhD, Trent Kay Maverick
 - e. Counseling—Tahani Dari, PhD, Martina Moore, PhD
 - f. Education and School Psychology—Daniel Reynolds, PhD
 - g. English—Mustafa Duzdag, PhD
 - h. Exercise Science and Sports Studies—Brooke Turner, PhD
 - i. Management, Marketing, and Supply Chain—Stacy Astrove, PhD, Sebastian Brockhaus, PhD, Robert Giacalone, PhD, Alina Marculetiu, Doan Winkel, PhD
 - j. Mathematics and Computer Science—Rebecca Fang, PhD
 - k. Physics—Andrea Bianchini, PhD
 - l. Psychology—Anthony Tarescavage, PhD
 - m. Theology and Religious Studies—Kristen Tobey, PhD

- III. Marcus Gallo, Chair of the Elections committee, provided the current numbers of Faculty eligible to vote for the Fall Semester, 2017:

199 members of the Faculty
5 faculty are on leave
194 faculty eligible to vote
A majority of the faculty eligible to vote is 98
A quorum for faculty meetings is 39

Gallo proceeded to ask for nominations for the upcoming election, which was to begin on Friday, September 22. He noted that the Dean of CAS will appoint someone to Director of Linked Courses if no one is elected by the faculty. He also noted that this the year is really important to have representation on the new University Committees since this is the year that we figure out what these committees really do and that it would be good for faculty to have some say in that.

- IV. With the scheduled business of the meeting finished, general discussion on the issue of the presidential search ensued. Questions from faculty on the floor are marked as FQ; responses from Barbara D’Ambrosia (faculty representative on Presidential Search Committee) are marked as BDA, responses from Emily Butler (Faculty Council Chair) are marked as EB in the following notes. Additional responses from faculty on the floor are marked as FR.

FQ: When search was introduced we heard a lot about transparency—when was the decision made to close that? Everything that I've read says that if you're going to make that decision it needs to be made early in the process.

BDA: The information about the search process is to come from the head of the search committee. I agree that it's unfortunate that we're learning about this now.

FQ: When did you sign your confidentiality agreement?

BDA: Early in the process.

FQ: What will happen to comments on Canvas?

EB: BDA and Ed Hahnenberg will convey comments to search committee without names, unless you state in your comment that you don't mean for it to be shared. Maybe if there's an overwhelming response that'll nudge it?

BDA: The confidentiality agreement was signed in May at the time of the town hall. The company advised them to have the hybrid search, in other searches people have lost ~90% of candidates. All 4 search firms urged confidential searches for better pool.

FQ: Did they point to any data on that?

BDA: No, anecdotal.

FQ: What do they mean by "better"?

BDA: A broader pool of strong candidates.

FQ: Is it just the presidential search that's closed, or do we get an email someday that not only do you have a new president, but here's your provost too?

BDA: There's a formal agreement between faculty that provost and dean searches are a faculty matter; presidential searches are up to the Board.

FQ: AAUP urges open searches as a best practice. We've talked about shared governance, but here we're not being involved as shareholders.

EB: I tried conveying this to the Board meeting that I went to yesterday. Staff council is wary about this too.

FQ: Is there any HLC implication here? Transparency was supposed to be a thing that brought us back, where are we going here?

EB: It seems like that's a logical thing to be thinking about.

FR: HLC is more interested in us having policies and then following them.

FR: But it's also a policy to run according to best practices.

FR: A president who's sitting as a president at another school, but who doesn't want to lose their position isn't going to jump at applying. That's not an easy thing to gather data on. Compared to previous searches here,

where no one but the board—no administrators even—had any say, this search is a great stretch forward. We should try to find the best people to represent the faculty.

FQ: When we had the town hall, someone asked about internal candidates, Merriman said there'd be an announcement in May. Y'know, I was sitting there waiting to see if I should put my hat in the ring. It bugs me that we were told we'd get that info and we never did.

EB: It's possible that response was off the cuff and he later got reined in.

FR: For the last presidential search there were only two faculty on it, no one else, not even any administrators. This search has many more people and I feel better about it. I understand how people might feel conflicted. This is still much better than ever before. Merriman should apologize for this, or explain his thinking and his rationale.

FR: The companies don't have an interest in keeping it a secret process.

FR: Secrecy comes because it's easier. It's hard to bring people to campus and put them in front of people. They want to eliminate as many variables as possible, so more wheeling and dealing is possible. I worry about the legitimacy of the president if it's totally secret. If we wind up with a totally crazy person—did the board go on bender? ...or if we get some Silicon Valley CEO... We trust the faculty involved, but still. When we hire a dean, everyone meets everyone. It's life in the big leagues, you're not running for Jesus—if you can't handle the pressure, don't do it.

FQ: Is everyone signing the same confidentiality agreement? Can the people on the feedback committee talk to the other people who are already on the committee?

FQ: Can an internal candidate find out more information?

BDA: Representatives from the search firm say a regular question is "is there an internal candidate," but it's part of the confidentiality agreement to not answer that question.

FQ: How does a search committee vet finalists when you can't contact people outside of the references they give you?

BDA: This is why we pay search firms—their job is to find out info other than from the cherry-picked references. If candidate allows search firm to go off list, that's a different breach in confidentiality than sharing it with the campus community.

EB: If we're going to have a formal resolution through FC that will need to go through more channels than if you just want to have a letter that many people sign.

V. New Business

Mindy Peden attended Board advancement meeting. She encouraged all faculty to meet with Natalie in Integrated Marketing. Marketing needs to work on understanding our programs so they can honor our stories. Otherwise enrollment strategy will be to work on what's marketable rather than what we have.

Brent Brossman added a reminder that if we have issues with classroom tech, he will be meeting with the board soon and he will get your visions to people.

VI. The meeting adjourned at 3:00pm.