

Faculty Governance Committee Meeting
Minutes
Oct. 7, 2016

Present: Howard Brooks (chair of faculty), Tim Good, Bryan Hanson, Bob Hershberger, Glen Kuecker (chair), Pam Propsom, Francesca Seaman (note taker)

Anne Harris (guest). VPAA. Institutional Academic Affairs Initiatives.

Teams: who should the administration be working with, and how?

Where do we want these initiatives to go?

Outcomes?

Emerging academic initiatives: finance and accounting minor out of economics, museum studies has been discussed, and urban studies.

Dynamic flow of ideas: we have a diverse market.

Summer programs: language programs, interest in these programs from finance and administration not as a revenue generation, but as connected to admissions. We are looking at high schools, studio art, global health, and music camps as additional summer programs.

Conversation with admission: interdisciplinary programs, new minors. Thinking about events that can promote programs beyond the web page.

Inclusive pedagogy and DePauw dialog: lots of work in order to keep the dialog going. We need to keep a clear sense of purpose as we continue to work. Motivated by the fact that 81% in 4 years (66% of African - American). Mentoring, advising: but we have urgency of addressing problem of race.

Shifting the rhetoric from diversity and inclusion to race. Making race a priority in the discourse.

Question: What can we do to support the work that you are trying to accomplish? How do we facilitate this process? If there is something we need to do institutionally, is it better for it to come out of Governance rather than from the VPAA's office?

Unaddressed, biased statement: sounds small but it is major in terms of students' response.

We have shifted from why to how we can talk about this.

We will add it to the Governance agenda to talk about it.

STEM communities. Be strategic in a community-based way.

Co-curricular conversations at DePauw. Students can gain extra skills outside of class.

Nature park: it is not funded, where does it belong in the conversation?

Reviewing the tenure-line hiring process.

Outcomes of students learning: 34% of faculty work 3/3. Strategic Planning Committee is discussing this also.

Mark McCoy (guest), President. Institutional Academic Affairs Initiatives.

Question: What voice might faculty have in recruitment, review, and retention of administration?

We should find a way to give the faculty voice in the appointments and reviews. The Handbook has some language that says that during the initial term of the first appointment, if a product of a national search, the administrator is subject to a review by the faculty.

When it comes to review, the faculty should have a voice in the review process for administrators who applied directly. We need to come up with a process, and the challenge is in the details of the language. We need a time frame, so that we have a rotation between reviews so they do not happen at the same time. We need to understand where the review goes, and what happens. It would be realistic to look at the constituents with whom the administrator is involved, and then give the administrator a chance to weigh in.

Part of the question is the consideration of faculty voice in administrators' recruitment. Faculty should have a voice in the recruitment process, such as faculty serving on search committees and participating in open sessions with candidates. Students and staff should have similar voice. Factors that go into this: chemistry of the team, and opportunities for everyone to have an input. In every case, the appointment was in line with the faculty. It might be a challenge in cases of extreme urgency.

Appointments for internal candidates: concerned about confidentiality. A faculty voice in that recruitment process might be nomination.

A search firm reports that 80% of presidential searches are closed. The closed search practice assures the best candidate pool as most sitting administrators are unwilling to damage their current position by publicly searching for another. A closed search may look bad, but it is the best thing for the institution.