

Arts and Sciences Chairs' Council Meeting Minutes 5/13/13

DRAFT

Present: Bruce Mattingly, David Miller, Seth Asumah, Steven Broyles, Lori Ellis, Andrew Fitz-Gibbon, Christopher Gascon, Gayle Gleason, Isa Jubran, Matthew Lessig, David Miller, Jerome O'Callaghan, Judith Ouellette, Frank Rossi, Kevin Sheets, William Skipper, Brice Smith, Robert Spitzer, Paul van der Veur, German Zarate.

Absent: David Neal, Gregory Phalen

Guest: Tim Gerhard

Acknowledging the loss of Larry Ashley

-The Philosophy Department is organizing a Wednesday, June 12th, gathering 4-5 at the Alumni House to remember Larry.

New Business

How the searches went this year. Hiring priorities for next year are not set up yet. The Provost understands the situation of retirements and resignations. In the three schools Bruce sees 34 vacancies, not counting new line requests.

Bruce: in Arts and Sciences the top priorities are three departments with failed searches and then the two departments that had losses this year.

2012-13:

10 searches in Arts and Sciences. Seven worked; three failed.

Bob Spitzer: we lost a month to the process of being prepared by Human Resources. Scheduling the HR work differently would help. HR was flexible. We did not know for a month that the candidate had signed the contract.

HR closed down the site of the search when the offer letter was sent out. That was too early.

Also -Two permissions were needed to get someone to campus. Both were AA checks??

Bruce: aside from approving a list, the second level of review is linked to why one candidate is preferred now.

Judy Ouellette: we need more speed. It should be a priority in HR to move full-time faculty searches quickly.

Matt Lessig: delay is the key issue. The front end issue in English is that it took a month to get the job ad approved.

Paul van der Veur: August is our most important conference. Getting the ad out early matters a lot. December – January was another delay.

Judy: primary, secondary, tertiary reference checks for faculty is not needed, really. There is too much hassle with the Accounting Office regarding reimbursing a candidate outside the U.S.

Chris Gascon: the three layers of checks aren't needed ninety-percent of the time. Changes in HR – we should talk to HR now about speed in the process.

Bill Skipper: when negotiating perks with a candidate, the chair has to check with the Dean and the Provost to make a deal. That involves delay.

Bob: not sure we need three layers of checks. Timing is critical and unique to the faculty hiring season.

David Miller: should faculty hires be on a different system? A *fast track* system.

Judy: priorities in searches are administrative (see OIR search, see HR), not faculty. The message is faculty is not important.

German Zarate: we should have an administrative freeze to match the faculty freeze. Salaries are not competitive; assistant, adjunct, visiting.

Bruce: look ahead to next year and select relevant discussion topics.

Announcements:

Retirement reception – today 3-4:30 p.m., Faculty Colloquium

Winter session course proposals – due to the Dean's Office by May 24