

Arts and Sciences Chairs' Council
Monday, January 27, 2020

MINUTES

Present: Bruce Mattingly, Vincent DeTuri, Seth Asumah, Jeremiah Donovan, Patricia Conklin and Laura Eierman, Gregory Phelan, Paul van der Veur, Flavia Dantas, Andrea Harbin, Wendy Miller, David Barclay, Kevin Sheets, David Dickerson, Paulo Quaglio, Kevin Halpin, Andrew Fitz-Gibbon, Moataz Emam, Herbert Haines

Absent: Mary McGuire, Alexandru Balas

Associate Dean's Report

- Alpha Delta Scholarship – Please encourage faculty to nominate students on the list
 - Top 10% of Juniors; deadline for students is Feb 2nd
- Drop/add ends Friday
 - If there are students who are classes and don't meet prerequisites, let me know

Personnel

- Searches concluded for Psychology Chair, Criminology, Journalism
- Searches in process for Communication, English, Biology, Math, and Physics

Facilities

- Moffett still on track

New Business

- PRODI-G update
 - Faculty hires for groups that are underrepresented in the SUNY academy
 - SUNY will provide salary support for Black, Latino, Native American, Pacific Islander, Women in STEM (Asian is not underrepresented in the academy, but still a diversity hire)
 - First year = 100%; second year = 50%; third year = 30%
 - We can do this by regular searches
 - Diversity Fellows Pilot Program to hire for five tenure track positions
 - Attract those with a PhD and ABD
 - Two year fellowship program that will provide mentoring, encourage curriculum development, reduced teaching loads of 2-2 (instead of 3-3)
 - SUNY has committed for 10 years; we will try for 5 rounds of hires
 - Any department can apply to support one of these fellows
 - For the first round
 - Identified departments with the most diverse students for maximum impact
 - Searches in Biology, Economics, and Modern Languages, FSA (ED), SPMT (PS)
 - Diverse hires can also apply for this funding
- Follow-up from Spring Opening Meeting
 - Faculty Senate rep made an unfortunate remark about A&S
 - John Cottone and Chair of FS will address this with the faculty member
- Faculty service expectations and personnel reviews (Andy)
 - Gender on faculty senate committees, 80% were females, all but one chair was female

- Majority of service by women
- Not only women but also faculty of color
- FS wrote a green paper, talked with Provost, talked with Deans, now talking with Chairs
- If service is not considered equal to scholarship then we are discriminating
- What is and what out to be – we need clear guidance
 - Faculty scholarship expectations have increased
 - Scholarship might be met quickly but service is a continuous commitment
- Questions and discussion points
 - What is the load distribution?
 - 3/5 teaching, 1/5 scholarship, 1/5 service
 - According to Provost 1/3, 1/3, 1/3
 - What is the time to promotion to full? What is the amount of continuing service?
 - How do we spell this out?
 - How do we quantify service?
 - How do we provide clarity?
 - What do other institutions do?