

Arts and Sciences Chairs' Council  
Monday, February 11, 2019

**MINUTES**

**Present:** Bruce Mattingly, Vincent DeTuri, Mary McGuire, Seth Asumah, Vaughn Randall, Steven Broyles, Gregory Phelan, Paul van der Veur, Kathleen Burke, Andrea Harbin, Wendy Miller, David Barclay, Randi Storch, Alexandru Balas, David Dickerson, Paulo Quaglio, Sebastian Purcell, Brice Smith, Robert Spitzer, Herbert Haines

**Absent:** Kevin Halpin

**Assistant Dean's Report** – Advisement and Transition money available for welcome events

**Personnel** – went through updates from departments

**Facilities**

- Bruce took a brief tour of temporary Math home
- A plan has been developed to move ceramics and sculpture to the former heating plant

**New Business**

- Instructional Delivery Policy
  - President's cabinet approved last month
  - No mention of ADA issues in policy – accommodations when appropriate
  - Is this a new policy? – not necessarily, reflects current practice
  - A short term absence or short term accommodation for instructor can still happen; use a MOU with the Provost's office
- Feedback on Annual Reports – campus moved to Watermark
  - From Faculty
    - Penalizes productive faculty with more busy work
    - Drop down boxes not useful or limited
    - Not consistent in how people were coding
    - No reflection part, would be nice to highlight areas
    - No option to get each person's information as a whole
    - Difficult to get a big picture view of the department
    - Difficulty in describing how things are counted
    - Bypassed boxes by attaching word document into the system
    - Categories are “weirder” when getting into the arts
    - How do we count some things?
      - Example of faculty doing one thing and putting in three different categories
    - Some things can be counted multiple ways – bean counting for quantity not quality
    - Less work, never a lot of satisfaction with the whole process

- How is the quality of work evaluated and counted for trans-disciplinary projects between departments
    - Does not recognize rank of distinguished professor
    - Doesn't emphasize the quality of teaching; devalues teaching
  - From Bruce – quality vs bean counting
    - Old reporting system old also included bean counting, particularly with the data tables that were required
    - Section on scholarly work was the best it ever was
    - Categories were an issue with the old reporting system
      - Suggestion: have chairs get together to decide on the categories
- Searches for 2019-20 – we don't have a timeline yet, send requests to Bruce
  - HR is sharing demographic information with committees and asking departments to comment on the generation of the finalist list
  - Best way to get a diversity hire is to have a diverse pool
  - Think beyond the department and think about institutional needs
- Volunteers for pilot workflow process to replace the exception form
  - SRRS is looking to move the DW exception form online
  - This will happen through workflow; Microsoft Flow tool available in 365
  - Are there any departments that are interested in volunteering?
    - Biology, Modern Languages, Geography, International Studies, Economics, Mathematics

### **Announcements and Deadlines**

**Small Grant Applications due to Dean 2/12 4:00 p.m.**

**Social Behavior Sciences Curriculum Committee nominations, 2/13 4:00 p.m.**

**Department Personnel Committee – spring 2019 Portfolio recommendations due to the Department Chairs 2/15**