

DEANS COUNCIL
August 11, 2020
Minutes

The Deans Council met on Tuesday, August 11 from 8:30-10:00 a.m. via Zoom. Those present were Austin Agho, Tammi Dice, Gail Dodge, Kate Hawkins, David Metzger, Brian Payne, Kent Sandstrom, Ben Stuart, Jeff Tanner, Bonnie Van Lunen, and Robert Wojtowicz. The following agenda items were discussed. Narketta Sparkman-Key attended as a guest.

1. The June 9 minutes were approved.

2. Faculty Diversity

Austin Agho and Narketta Sparkman-Key stated that faculty diversity is a high priority for President Broderick. The President wants us to be more proactive in improving faculty diversity and expects us to have a plan in the fall. Out of the 26 new faculty for fall 2020, only four were Black. Dr. Agho has asked his graduate assistant to review our programs and determine the number of African Americans and Latinos with a Ph.D. in those disciplines. This could be an opportunity for us to improve faculty diversity.

Dr. Agho and Dr. Sparkman-Key have a plan to work with the Office of Equity and Diversity on the search process. They reported that Equity and Diversity is not responsible for diversifying the pool or checking the position advertisement. Search committees are expected to seek diverse candidates and ensure language in the advertisement does not limit diversity.

Dr. Agho asked the Deans about their involvement in the search process, and they reported the following actions that are taken in different colleges.

- Review the makeup of the search committee.
- Review the advertisement.
- Review the applications submitted by candidates.
- Advertise in specific publications likely to attract diverse applicants; rely on search committee members to assist with placements.
- Target specific individuals as well as individuals at schools in financial difficulty.
- Contact women and minorities in professional societies.
- Meet with each search committee to talk about diversity.
- Include a diversity advocate on each search committee.
- Include a common diversity statement in all position advertisements.
- Have finalists meet with a representative from the College's diversity committee.

The Deans made the following suggestions to improve faculty diversity.

- Create an environment to sustain diverse faculty.

- Be careful not to overwhelm faculty of color with service responsibilities.
- Provide additional training for search committees.
- Provide assistance with preparing the position advertisement.
- Take advantage of the provisions for exceptional opportunity and spousal hires as outlined in the policy on Recruitment and Selection Process for Instructional and Administrative Faculty.
- Create a pool of positions and funding for diversity hires, exceptional opportunity hires, or spousal hires.
- Investigate whether a position can be designated as a diversity hire; this was not allowed in the past.
- Dedicate someone to be involved in search processes to help diversify the pool.
- Contact and target individuals in the SREB pool and those interested in Excite the Dream.

Dr. Agho stated that Academic Affairs will ask for a plan on how to ensure a diverse pool when searches are authorized to move forward. Dr. Sparkman-Key can provide training for diversity advocates on search committees to assist them in their efforts to ensure a diverse pool. She will send the Deans the list of Excite the Dream applicants.

3. Zoom Recording of Live Classes

Council members discussed how to handle situations when students do not want to be part of the Zoom recording of a class. The Deans were asked to communicate to faculty the following information to students, either on the syllabus or an announcement to the class.

Our class sessions will all be audiovisually recorded for students in the class to refer back and for enrolled students who are unable to attend live. Students who participate with their camera engaged or utilize a profile image are agreeing to have their video or image recorded. If you are unwilling to consent to have your profile or video image recorded, be sure to keep your camera off and do not use a profile image. Likewise, students who un-mute during class and participate orally are agreeing to have their voices recorded. If you are not willing to consent to have your voice recorded during class, you will need to keep your mute button activated and communicate exclusively using the "chat" feature, which allows students to type questions and comments live.

4. Teaching Portfolio Reviews

Kent Sandstrom asked whether teaching portfolio reviews should be conducted this year for faculty going forward for tenure given that student opinion surveys were not conducted in the spring. Austin Agho responded that the Board of Visitors is concerned about teaching and how we evaluate teaching, and his preference would be to conduct the portfolio reviews. He will consult with John Sokolowski, and he or Kate Hawkins will inform the Deans of the decision.

5. Announcements

- A. Austin Agho asked members of the Council submit questions and issues for discussion at future meetings.
- B. Kate Hawkins asked the Deans to enter the information in SharePoint for anyone applying for conversion of their positions. The process will launch at the beginning of September.