

Faculty Development Council
September 17, 2019
Cleveland Room, Thwing Center

Members present:

Sarah de Swart (ex officio)
Adrienne Fletcher (Mandel School)
Jessie Hill (LAW)
Sana Loue (SOM)
Ron Occhionero (SODM)
P. Hunter Peckham (CSE)
Dan Scherson (CAS)
Victoria Wright (UGEN, Office of the Provost)

Members absent:

Don Feke (Office of the Provost)
Mary Terhaar (FPB)
Diana Bilimoria (WSOM – on sabbatical)

Issues discussed:

- Minutes from 4/16/19 meeting approved
- Expressions of doubt and unhappiness among faculty were shared, concerning numerous facets of university life
- Disappointment, vexation, confusion surrounding handling of the MAR COM reorganization (“felt like a midnight raid”)
- It was noted that the somewhat recent IT centralization process had been handled much more thoughtfully
- Sense of lack of transparency from upper administration
- New pharmacy roll-out continues to create frustration

- Loss of talented faculty (especially women), particularly in Engineering School and SOM affiliates
- Challenges of dealing with financial bureaucracy – reimbursements difficult at best
- Working environment continues to be a source of frustration, especially for women and underrepresented minorities, who have expressed feeling disrespected
- Confusion reported among faculty concerning HR and Promotion and Tenure guidelines – if someone has the “clock stopped” for tenure, does the work they do during that extra time count towards tenure?
- Morale among Dental School faculty reported to be extremely low – 15 people have left in past year. Department meetings (such as those on Promotion and Tenure) held sporadically. New building appears to have added stress, as many faculty members have offices in several buildings
- Concern among faculty at Medical School about faculty representation on Dean Search committee
- The Law School is hiring an Associate Dean for Diversity
- “Civility” issues in Mandel School – they are performing a climate survey of their own, will then be working with a consultant who will do interviews, and make recommendations for change.
- The Medical School did a “Diversity Needs Assessment” in 2017. 92% of respondents (13% of all SOM faculty, staff and students) thought there was a climate of respect at the SOM over the previous 2 years, but a large percentage also reported being the victim of harassment – verbal, electronic (on social media) or physical. 4% reported suffering from physical harassment, including being slammed against a wall, or sexual harassment. They held round-robin meetings to brainstorm what to do about all of this – more concerns about the

small number of confidential sources on campus. The view expressed was that when there are complaints, there is no obvious result, no transparency about what happens afterwards. Some have experienced retaliation for their complaints.

- The topic of adjunct faculty was raised. Currently adjunct faculty are offered little support for their teaching or mentoring; and on the opposite (risky) side, they are not given any compliance or Title IX/diversity training.
- The Law School does not offer Title IX training to its faculty. Other schools have offered it to their faculty, but there appears to be little consistency across the campus.
- Dan Scherson reported that his A & S Faculty Development committee had completed their review of the faculty handbook, and had submitted it to the Faculty Senate for review.

No recommendations have been made to address any of the preceding concerns, and the committee plans to continue to discuss the issues.

From our April meeting:

- Training and development support for Adjuncts
- Faculty partner hiring
- Working with the Faculty senate committees

At 4:25pm the meeting was adjourned.

The next meeting will be held on Friday, November 22, 2019, from 10:00 am - 11:30 AM, in Adelbert Hall – Room M2

Sarah de Swart