

## Minutes for Friday, November 20th, 2015

### In attendance:

- Eric Adler (CLAS) [EA]
- Amanda Bailey (ENGL) [AB]
- Sabrina Baron (HIST; Faculty Senator for part-time lecturers) [SB]
- La Marr Jurelle Bruce (AMST) [LMJB]
- Anthony Colantuono (ARTH) [AC]
- Dan Conway (Theatre) [DC]
- Claire Goebeler (SLLC; ARHU Staff Council) [CG]
- Craig Kier (MUSC) [CK]
- Katie King (WMST) [KK]
- Brandon Morse (ARTT) [BM]
- Omer Preminger (LING) [OP]
- Bonnie Thornton Dill (Dean, ARHU) [BTD]
- Daryle Williams (ARHU, Assoc. Dean for Faculty Affairs) [DW]
- Thomas Zeller (HIST) [TZ]

### Dean Thornton Dill:

- Dedication of Frederick Douglass Square
  - the direct descendants of Frederick Douglass were present
  - a moving occasion
  - many in attendance reported feeling quite proud of the University
  - connects to discourse currently happening on various campuses in the US, as well as the discussion of issues relating to the naming of Byrd stadium
  - a video was produced and will be circulated soon
- Questions related to the President's forum?
  - SK: when will draft of Strategic Plan for ARHU be available?
    - BTD:
      - strategic planning process will be started in the spring
      - document shared with the President will be brought to the Collegiate Council in a future meeting
      - thoughts on how to involve and include faculty in this planning effort
    - AB: connection of President Loh to Arts & Humanities on more than a personal level; how about the institutional level? In particular, how about the history of the Arts & Humanities *at UMD*?
      - DW: some histories exist for particular units within UMD, and we have unique expertise to do more of this (e.g. expertise in archival work)
    - TZ: President Loh mentioned raising funds to counteract salary compression?
      - BTD: very little was said about specifics, incl. what the process is supposed to be, nor particular sources for the funds

- and therefore, unlikely to happen this Academic Year
  - KK: Faculty Affairs have made particular recommendations on this front
    - in particular, there was the suggestion of forming an independent committee to address these issues; this is likely what President Loh is responding to
  - SB: being on the Executive Committee of the University Senate (SEC), it is my understanding that this is all rolled in to the “2020 Initiative” process
  - DW: at forum, President Loh spoke mainly about funds for new growth (though there was also some talk of salary compression; BTD)
- feeling that conversation with President Loh went as it should
  - AB was able to write back to all commentators

### **New plans of organization**

- Collegiate Council has constitutional responsibility to approve new plans of organization
- on the docket:
  - WMST (Department of Women’s Studies)
  - LASC (Latin American Studies Center)
- SK: will these plans need to be revised almost immediately given new guidelines coming down from the University-wide level?
  - DW: yes, but this is a constant fact about plans of organization; as a College, we just have to continue going on with our business
- reviewers:
  - WMST: SK, EA
  - LASC: AC, LB

### **Professional Track Faculty: Updates**

- DW: new titling system that came into effect last year
  - career ladder, including promotions, timelines, evaluation process & criteria (at the campus level)
  - but there is also a requirement that the College have its own plan / ground-rules for Appointments & Professional Review for professional track faculty
  - Dean Thornton Dill has appointed a committee to address this
    - committee membership: Daryle Williams, Julie Wright, 4 professional track faculty; a chair, an assoc. chair, a business person
  - at some point there will be a town-hall
  - by the end of this Academic Year, there will be a plan in place for ARHU
    - the following A.Y. (’16-’17), each *unit* will have to come up with its own plan
  - there is a huge range in number of professional track faculty in a given unit, from one or two (or in some cases, zero), all the way to 100–120
  - KK: remember that original guidelines were explicitly cast as a *moral*

*framework* for professional track faculty; there is a separate question regarding where the resources (i.e., money) might come from

- BTD: this occasionally happens with “unfunded mandates” (e.g. Title IX)
  - in fact, some units currently have some of their financial model tied in to certain practices with professional track faculty that now might be seen as exploitative or abusive; this necessitates careful thinking about the funding
  - SB: in light of recent discussions in the SEC, it is clear that this is very much on the Provost’s radar
  - DW: the moment we put in place a promotion ladder, the expectation for raises concomitant with promotion is built in
  - CG: business managers can answer some of these questions for us, at least in terms of what is our current situation and what the cost profiles for some of this would be
  - SB: let’s keep front-and-center the fact that the title of Professional Track Faculty is for anyone who is 50% FTE and above
    - in particular: there is *no* requirement to be full time to fall under these provisions
  - CK: when will the units themselves be up & running with this?
    - BTD: Colleges this A.Y. (’15-’16); units next A.Y. (’16-’17); up & running the following A.Y. (’17-’18)
      - but even new contracts being written right now are already being shaped with an eye towards the developments that are occurring on campus on this front
  - CG: clearly salary & titles are most important and in focus; but let’s not forget:
    - departmental travel funds
    - office space (moving away from “bullpen” model)
    - KK: also, departmental grant procedure
- DW: ARHU *Plan-of-Organization* has come back from the senate with key questions concerning Professional Track Faculty governance & representation, which we are now in the process of addressing at the College level

### **New Appointments/Posts in Council**

Eric Adler: co-chair of Council

Craig Kier: our Liaison for New Technology

### **Regarding the C.C. Plenary**

- AB: are graduate students supposed to be part of the plenary session?
- 2 strands of feedback:
  - a desire that the Plenary be a little more *deliberative*, rather than have a

- someone come and talk “at us”
  - seeming absence of Humanities proper in donor mockup
- *idea*: Bill Cohen, Sue Dwyer, Sheri Parks, ... – ~5–6 individuals spearheading our current work on Humanities in undergraduate education
  - each speaker comes and talks for ~10 minutes
  - then break into groups working with one of the featured guests, brainstorming on collaborative cross-departmental initiatives
    - ~10 people in each group
  - cf. other initiatives at CIC peers
- **thoughts/ideas/feedback**: email Amanda, Eric, and/or Daryle
- KK: perhaps what we need is not necessarily to add new initiatives, but rather integrate and bring to people’s awareness the initiatives that already exist
- LMJB: would like to hear more about these initiatives that already exist
- SB: our own organizational nexus along the lines of S.T.E.(A.)M. could be H.E.A.R.T. (Humanities, Education, Arts, Rhetoric, Teaching)
- BTD: one of the Dean’s lectures in the spring will be the heads of the NEH and NEA talking to each other (50th anniversary for both organizations)
  - March 22nd, 2015
- LMJB: in own department, have been thinking of ways to incentivize student participation in such interdepartmental collaborations
- KK: Sheri Parks has recently participated in leading “breakout sessions” with relation to the Brain & Behavior Initiative
  - have a *list of tasks* prepared in advance?
- BTD: ARHU158 course
  - grew out of a retreat of department heads / Administrative Council
  - introduce students who were identified as Arts & Humanities students to ways of reasoning, ways of knowing, in the humanities
  - departments agreed to make this part of the regular courseload of faculty members
  - last year: Climate Change
  - this year: there are several, but one of them is on Identity
  - took UNIV101 and combined some aspects of it into this course
  - people who have taught these courses are loving it (*best teaching experience I’ve ever had*)
    - dealing with “the whole student”
      - intellectually, but also as a young person coming into the university world, etc.
  - BTD: Professional Track Faculty are welcome to be part of this
    - KK: glad to hear this

- DW: will share details about the four ARHU158 courses currently being offered with the Council
- DW: dates?
  - should probably be after March NEH/NEA event?
  - last week of March, right after spring break (week of March 28th)?
- decision on theme/structure: in Collegiate Council's **December 18, 2015** meeting
- DW (this is coming from meeting with ERG (Elections, Representation & Governance committee of the senate)): a Plenary Session with deliberative component – *something we want? do we think it's feasible?*
  - KK: originally, the Plenary was much more of a “town hall”
    - was grassroots / self-governance oriented
  - AB: perhaps we want a mechanism by which our ideas, comments, & feedback are carried forward to the university administration
    - SK: perhaps we (the Council) are the channel by which the information gathered in such a Plenary can be so channeled?
  - (expressed by many) it's hard to get faculty to *come* to this Plenary in great numbers
- SB: a theme/structure for the Plenary that promotes inclusiveness (e.g. via the collection and propagation of feedback) may be successful in *generating* more attendance
  - LMJB: the promise that *something* will come of this could be the galvanizing factor
- BTD: dissemination of announcements (e.g. about the Plenary, or about the recent conversation with President Loh) to the College – do they include Professional Track Faculty?
  - reflectors (there is one for Tenure Track Faculty and one for Professional Track Faculty)
  - SB: the ARHU twitter feed
  - let's also make an affirmative invitation to Professional Track Faculty to come to the Plenary

## Other Business

- DC: are there guidelines for unit-level Plans of Organization, and are they centralized/available somewhere?
  - DW: there are some university-level guidelines
  - DC: advisory council for each unit?
    - variation in size between units makes this crucial for some, unreasonable for others