

AGENDA
Faculty of Arts & Sciences
Dec. 5th , 2023, 3:30 – 5:00 pm
Zoom only

- I. Approval of minutes from meeting on Nov. 14 2023
Minutes approved by unanimous consent.

- II. Report from the dean (Suzanne Raitt)
 - A. Human Resources gave notice of 2% pay raises
 1. The state mandated a 2% increase of one's current salary to begin in the December paycheck. This is in addition to the 5% raise activated in the fall. There have been 3 raises this year.
 2. The 5% + 2% raise is also mandated for graduate and research assistants, and adjunct faculty. A lump sum payment will be given to adjuncts in December for fall courses and rates will be adjusted in spring so adjunct faculty will receive the whole 7% raise at that time.
 3. The 7% raise which is actually slightly more than 7% because it's compounded on the fall is applied to all fellowships, including the 12-month positions. The administration will confirm money to apply to the 9-month fellowships as well when that is known.
 - B. The Teaching Faculty Committee chaired by Jay Watkins has been working on merit procedures, promotions, and renewal.
 1. It's complex and needs to be made more equitable.
 2. The committee will bring minor tweaks to the Teaching Faculty Framework back to the February or March FAS meeting for a vote. It's the third vote on this for tenured faculty and second for teaching faculty, but it amounts to only minor tweaks in timing of performance plans.
 - C. Several personnel searches are closing.
 1. Current Vice-Dean of Humanities Janice Zeman extended her position one semester but will be stepping down at end of December. There is a strong pool of candidates.
 2. Candidates for the Senior Associate Dean of Finance will be on campus for interviews next week. Vice-Dean Rob Hinkle says there is a tight schedule for interviews over 4 days. He asks that

administrators be afforded time to meet the candidates and provide input.

3. Likewise, candidates for the Executive Director of the Arts Quarter will be brought to campus next week.

D. Charging document for the Future of Arts and Sciences Coordinating Committee.

1. Suzanne will announce the members of it on Friday. Hannah Rosen and Matthias Leu have agreed to chair and will give a report in May.
2. The faculty are encouraged to interact with the committee as often as possible to include many ideas and opinions.

E. Merit guidelines

1. In the November FAS, Saskia Mordijck had asked about merit procedures and DEI. FAC and Dean have spoken more about this and will try to address equity and bias and put together the protocols for faculty who are under review. If a faculty member feels they experienced bias they will be able to appeal either in or outside of their department. Wanjiru will assist.
2. Because new guidelines are not approved yet, departments will need to use previous guidelines until new ones are approved by FAS.

F. No holiday party in A&S as we now have a Welcome Back event in January.

G. Scheduling for Fall 2024

1. Sheets are due this Fri to the Registrar's Office. Thanks to all for cooperating in getting them in much earlier.
2. Ben Boone will give some advice to chairs and program directors on Thursday about the next steps for scheduling, including deadlines for spring, 2025 and how to request revisions to the fall, 2024 schedule.

H. Graduate students will enter the faculty productivity data for Provost to allocate resources.

III. Nominations and elections – Danielle Dallaire

The Election form will be sent after the meeting. Danielle read the nominees and asked for nominations from the floor. There were none.

Faculty Affairs Committee (Area I)

- *Omiyemi (Artesia) Green (Theater and Dance)*
- *Michael Hill (MLL/AMES)*

Faculty Affairs Committee/Faculty Assembly (Area III)

- *Josh Puzey (Biology)*
- *Eric Swartz (Math)*

International Studies Advisory Committee (Area I)

- *Mitch Brown (Classical Studies)*
- *Elizabeth Moran (Art & Art History)*

International Studies Advisory Committee (Area II)

- *Adrian Bravo (Psychological Sciences)*
- *Etienne Poliquin (Government)*

III. New Business

There was no new business.

IV. Adjourn