

Arts & Sciences Council Meeting Agenda
Monday, October 12, 2015, 3:30pm
Drake Room, Olmsted

Present: Perrine, Valdovinos, Summerville, Garriott, Mallea, Zwier, De Laet, Lueth, Jackson, Kilpatrick, Robertson, Harvey, Kliethermes.

1. Call to order and approval of minutes
 - a. Minutes approved unanimously
 - b. Missing members: Cravero, Roth, Urness, Kent

2. Report from the Dean
 - a. Update on academic affairs meeting of the BOT
 - i. Money from research and teaching grants – we are getting more income from grants.
 1. Note the grants office is now down two people as Jayne Smith's last day is tomorrow.
 - ii. International programming and financial consequences of study abroad. Christa Olsen is investigating.
 - iii. HLC reaccreditation process – working with board on how they interact with colleges and university as a whole during this process
 - b. Construction for new building is currently ahead of schedule due to lack of rain.
 - c. First admissions fall preview day was today – lots of walk-in families. Many students are revisitors who first came during IPCW.
 - i. We yield 80% of repeat visitors.
 - d. Working on balanced scorecard to align performance measures with college administration on which they can be assessed.

3. Report from Student Senators
 - a. Lots of funding requests from organizations. Please continue to encourage fundraising within organizations.
 - i. What are you bringing back to campus is major question considered while debating those requests.
 - b. Eight new student organizations have been approved including E-games and WiMAC (women in math and computer science).
 - c. Over 500 signatures on petition to hold Sodexo accountable to policy of serving a variety of healthy options; using local food and labeling as such.
 - i. Faculty and staff can certainly express their support for this.
 - d. Created a vision statement for this senate session that reflects what they want to do.
 - i. Launched senator outreach and contacted each organization offering opportunity to meet with a senator.

- ii. Discussion on adding international senator next year
 - e. Open meetings are Thursday nights at 9 p.m. – be aware they go until midnight!
- 4. Report from Committee Chairs
 - a. Technology committee
 - i. Had two small-group meetings with Chris Gill who was receptive to concerns, proactive and had a clear game plan.
 - 1. He is concerned about overcentralization at the detriment of our ability to do our jobs.
 - 2. Might be a recalibration of control – NOT reversal of current structure – to bring some things back to college level.
 - 3. Agreed to standing meetings to maintain bilateral communication.
 - a. Note that James Wu meets with Keith twice per week.
 - b. Diversity committee
 - i. Has had big and small group meetings regarding climate survey and concrete opportunities that presented.
 - ii. Created working groups on many topics: workshops and training for fac/staff/stu; civility code ombudsman; faculty support group; women in STEM; humans at Drake – please let Amahia know if you have interest in any of these groups.
- 5. Old Business: Zoo Science and Conservation Proposal (please see email and two attachments)
 - a. Deferred due to recent conversations
- 6. New Business: Latin American Studies Concentration Proposal (please see two attachments)
 - a. Discussion of history of concentrations at DU, resources and current course offerings.
 - b. Concentration passed unanimously.
- 7. New Business: Council responses to campus climate survey results (please see links to presentation and/or full report)
 - a. Discussion on many possible issues council could consider.
 - i. **Pedagogy/Development:** How do we build faculty/staff capacity for infusing diversity and inclusion into pedagogy?
 - 1. Money for faculty development vs. research – do not want to pit one against the other.
 - 2. Can Learning Symposium funds be targeted to address this need?
 - ii. **Retention:** New faculty orientation (other than from HR) and first-year support

1. Isolation of pre-tenure faculty was a theme so perhaps create support groups; could these be funded by the Dean's office?
2. Pre-tenure workshops
- iii. **Hiring:** Training/orientation for search committees (other than from HR) on how to run diverse and effective searches – focus not on process/hire touch but rather diversity issues
 1. There were recommendations created years ago that were distributed to dean – Kruse will try to find.
 2. Need to follow up with what happens to those recommendations if they are redistributed to ensure they are going to the right people and being used.
 3. Also, how to we support those who are hired using those recommendations?
- iv. **Attention to staff needs**
 1. There may be only one support staff in whole building – be aware of that.
 2. Create a staff (but could also be faculty) welcoming committee – ensure new staff have someone to go to lunch with on their first day/week; decorate their office before arrival; tell/show ins and outs of Drake that only current employees know, etc.
 3. Many staff reported having problems with their supervisors – develop recommendations for better supervisor review system.
- b. Remember that changes at the university level need to be taken up through senate so use college representative – Deb De Laet.
- c. Next steps are to put together proposals that could move through agenda.

8. Adjournment