

## **Arts & Sciences Council Meeting Minutes September 23, 2009**

Present: Darcie Vandegrift, Chin Dao, Bill Klipec, Brian Sanders, Bradley Dick, Joseph Schneider, Melisa Klimaszewski, Michael Haedicke, David Courard-Hauri, Megan Brown, Leslie Marrs, Sarah Plum, Marc Cadd, Joseph Lenz (ex-officio)

Vandegrift called meeting to order.

*Sanders moves to approve the minutes from the last meeting; Courard-Hauri second. The motion passes.*

Vandegrift reported. Plan for making meetings more efficient and useful: have a “theme for discussion.” Today’s theme: faculty mentoring. November theme will be Futures II Conference; December’s will be discussion of “non-emergency” course proposals. At end of the year, let’s reassess Council and think about whether it’s a good size and so on. Two members who were on both Cabinet and Council resigned Council seats, because this did not appear in keeping with Faculty Handbook. These members have been replaced according to standard procedure.

At this point, Council members introduced themselves.

### **Agenda items:**

#### **1. Faculty mentoring discussion.**

Lenz: Provost asked deans to raise the issue of mentoring pre-tenure faculty as something that we don’t have an organized approach to. One of the goals for the year was to have a discussion. Mentoring can be done well or not so well, very case-specific. Requested input. Formal/vs informal mentoring discussed.

Klipec: In past, many old-time faculty from outside departments would help new faculty with mentoring. Is this still happening very much? Klimaszewski: In some other places, University would fund “mentor” to take someone out to lunch a few times to have more informal discussion to get advice and such.

Schneider: If the dean’s office is working with chairs, hopefully this makes parts work well. However, there are lots of issues that a new colleague might need to know but that kind of fall between the tracks. Doesn’t worry about written rules and regulations, but about the questions people have about unwritten, but very important, issues. Marrs: We have some informative meetings that people can go to, and in music they are assigned a mentor. Should we have a network in every department?

Haedicke: No official mentoring, but people are always willing to give advice.

Lenz: can people think of instances where people were uncertain about what might be appropriate?

Schneider: might be useful to have seminars to help people (pre-and post-tenure) think about appropriate/inappropriate behavior, and a conversation about these topics. These can grow into more long-term conversations. Brown: Sometimes “grey area” issues become clear in meetings, but there is someone that she feels comfortable

talking with. Might be a problem if this person was not there. Lenz: Half of our faculty have been here 6 years or fewer, some departments are largely pre-tenure. Courard-Hauri: Many departments have very good mentoring programs. Some small departments, however, have significant problems just because of size. Felt that mentoring program would have helped a lot. How do we catch the small number of people who really need it without making a lot of work for those who are doing just fine? Haedicke: Trust is critical. How do you develop this in a formal mentoring program? Maybe what we need is more opportunity to meet and network. Klimaszewski: Everyone seems to be craving some kind of increased interactions between people in different departments and even schools. Sometimes happy hours are more useful than formal meetings.

Lenz: Will look at some other schools for ideas, would rather nurture something we already have rather than create a new “make-work” job that doesn’t meet a need.

## **2. Dean’s report**

Lenz: His agenda for the year. Provost asked Deans to develop a set of goals, he has been working on that. 1) Be more strategic about faculty hiring. Currently, there is not necessarily a college-wide strategy to determine priority areas where hiring should go. Want to develop a college plan to map out next few years of what we will be needing. 2) Last year, revisions to promotion and tenure procedures led to many discussions about the role of service. Wants to return to this discussion. How do we reward service, and make it equitable? There’s a 2-page list that he’ll get to us perhaps at the next meeting. Upcoming event: Oct 8, A&S National Advisory Council will be meeting, that afternoon in Olin 206 will be a panel discussion of 3 alumni about how they got from Drake to wherever they are now. This will be directed at Juniors and Seniors who are thinking about this. Will be looking for help promoting that. Dick: Student Senate wants faculty-student get together maybe in Parent’s Hall to give students an opportunity to meet faculty.

## **3. Redundancy not an issue anymore, as these members have been replaced.**

## **4. Discussion of Certificate in Languages and Culture.**

Cadd: Have been making changes in anticipation of tripling language enrollment. Many students want to major or minor in language—they don’t see much benefit if they don’t. He doesn’t expect major/minor to occur. A compromise would be a Certificate. This can help to develop interactions with other departments as well. Also will increase motivation to study abroad. He has revised the proposal document. Students would have to study abroad, and this would involve a three-semester commitment (1: take preparation course, 2: study abroad; 3: capstone related to this experience). The certificate in French, for example, would be called “Certificate of Competence in French Language and Culture.” Students would need to take two semesters beyond the intermediate level in “topics” classes (literature, film, that sort of thing). Blog will be in the language that they are studying.

*Klipec moves approval. Dao second. Motion passes.*

## **Adjourn**