

College of Arts & Sciences

Fairfield University

Faculty Meeting
Friday, 25 October 2013
Alumni House
3:30 p.m.

MINUTES

The Chair called the meeting to order at 3:34. There were 56 colleagues in attendance, and no proxies were filed.

The Chair welcomed colleagues and noted the addition of a new business item (item III below) regarding two motions on merit review business and procedures.

I. Approval of minutes

Prior to the meeting, Prof. Weiss sent to the secretary two typo corrections to the 24 April 2013 minutes. The secretary corrected the minutes.

- The list of Approved courses (page 1) MA/CS 15 should be MA/CS 151
- The list of Approved courses (page 1) MA 121 should be MA 221

Prof. Bowen **MOVED** to approve the minutes from the 24 April 2013 meeting. Prof. Miners **SECONDED** the motion.

With a clear majority of faculty members voting in favor, the motion **PASSED** with six abstentions.

II. Introductions of new tenure track faculty, 2013-14

Dr. Paul Baginski, Assistant Professor of Mathematics: Paul studied Mathematics at UC Berkeley, where he held a Department of Homeland Security fellowship and a Foreign Language and Area Studies fellowship from the U.S. Department of Education. He received his Ph.D. in 2009 and then was in Lyon, France for two years on an NSF International Research postdoc. He returned to the U.S. in 2011 and spent the last two years as a Visiting Assistant Professor at Smith College in Massachusetts. Paul's research interests are in logic, algebra, and number theory. He has spent multiple summers directing undergraduate research projects at Trinity University and San Diego State University, and he's looking forward to joining the summer Research Experience for Undergraduates (REU) program at Fairfield.

Rachelle Brunn, Assistant Professor of Sociology & Anthropology: Rachelle received her Ph.D. in Sociology from the University of Pennsylvania. Her dissertation explored how race,

class and gender impacts post-secondary achievement and attainment. Rachelle came to Fairfield from three years on the faculty at Virginia Polytechnic Institute and State University (a.k.a. Virginia Tech) where she held positions in the Center for Race and Social Policy Research and in Women's and Gender Studies. Her publications and research agenda focus on the theme of education as a barometer of inequalities in the larger world. Rachelle is teaching multiple sections of *Race, Gender and Ethnic Relations*, a core course that is also required for all education minors, and is working on developing course on the sociology of education.

Dr. Shurong Fang, Assistant Professor of Mathematics: Shurong "Rebecca" Fang is a statistician. In 2013 she earned her Ph.D in statistics in the mathematical sciences department at Michigan Technological Institute. Her research areas include biostatistics, statistical genetics, applied statistics, and engineering statistics. During this fall semester Dr. Fang is in Finland with her husband who was awarded a research grant to collaborate with Finish colleagues. While in Finland Rebecca is continuing with her research agenda, and she's looking forward to productive collaborations at Fairfield with the health sciences and engineering.

Dr. Scott Hiller, Assistant Professor of Economics: Scott did his undergraduate work University of South Carolina honors college, and then headed west to the University of Colorado at Boulder for his M.A. and Ph.D. in Economics. He has fields in industrial organization and applied micro, which led him to his dissertation titled "Essays on the Organization and Operation of Media and Entertainment Industries." His current work addresses the impact of large music festivals on local music venues and he is excited to work with undergraduates on projects related to his research. Scott's work will find many interdisciplinary connections with others on campus and will be of interest to many of our students.

Dr. Silvia Marsans-Sakly, Assistant Professor of History: Silvia did her undergraduate degree in behavioral sciences at the University of Chicago. A graduate of New York University with a PH.D in Middle Eastern Studies and History, Silvia also has a master's degree from NYU in journalism. She has received many prestigious awards and fellowships, including the Fulbright dissertation fellowship. She is a dynamic teacher who brings real world experience to the classroom; she was a Peace Corps volunteer in Tunisia, has teaching experience in many different contexts, and speaks five languages other than English. She will be teaching courses related to the History of the Islamic world. She is also currently working on turning her dissertation, "The Revolt of 1864 in Tunisia: History, Power and Memory" into a book.

Dr. Jonathan Stott, S.J., Assistant Professor of Physics: Jonathan received his PhD in theoretical physics at Case Western Reserve University in 1998. He was postdoctoral fellow for 3 years Center for Subsurface Sensing and Imaging Systems of Northeastern University and he continued his research in medical physics in the Department of Radiology of Massachusetts General Hospital for another 3 years. In 2004, he started his Jesuit novitiate, during which, among other things, he taught Physics at the College of Holy Cross. In 2009 he got a diploma in Philosophical studies at Regis College in Toronto. From 2009 to 2011, he was a researcher in the Vatican Observatory in Tucson, AZ and Rome. Finally, in 2013 he completed his Master in Theological Studies at Boston College. Jonathan's research in astronomy and medical physics is going to be very exciting for our students, and he is bringing to the department the Jesuit tradition in education.

Dr. Aaron Van Dyke, Assistant Professor of Chemistry: Aaron received his B.S. degree from Seattle University where he was funded by a Sullivan Scholarship and was valedictorian of the College of Science and Engineering at graduation. He did his doctoral work at the Massachusetts Institute of Technology where he received the Wyeth Research Scholarship and the MIT Excellence in Teaching Award. He was a Postdoctoral Fellow of the American Cancer Society at The University of Michigan. With a background in Organic Chemistry, Aaron synthesizes molecules for use in regulation of biological processes, particularly the process of transcription—conversion of DNA into RNA—and its role in cancer. He is setting up his research laboratory here at Fairfield and has a Hardiman Scholar working with him this year.

New Visiting Assistant Professors, 2013-14

Dr. James Ambury, Visiting Assistant Professor of Philosophy: Jim received his PhD from SUNY-Stony Brook, and has already become a well-published scholar specializing in Ancient Philosophy, as well as Social and Political Philosophy. Jim has received multiple awards for excellence in teaching, and his part-time teaching at Fairfield in recent years bears out that these awards were well deserved.

Dr. Pamela Chisum, Visiting Assistant Professor of English: Pam holds a PhD in Rhetoric and Composition from the English Department at Washington State University. She comes to Fairfield University with both academic training and industry experience relevant to professional writing. For seventeen years she worked as a training and support specialist in the technology sector. Since returning to academia, she has presented and published in her areas of specialization, which include multimodal (digital) writing and non-Western (especially American Indian) rhetorics. She has taught Multimedia Authoring, Desktop Publishing, and Web Design, among other areas of professional and technical writing. In addition to teaching courses in these areas, Pam will be directing the concentration in Professional Writing within the English Department.

Dr. Jennifer Darrell, Visiting Assistant Professor of Spanish (Dept of Modern Languages and Literatures): Jennifer received her PhD from Yale in May 2013. She also holds a MA from the University of Chicago and a BA from Sweet Briar College. Her area of specialization is Golden Age peninsular literature, and her current research analyzes the literary motif of the "world upside-down" in Golden Age texts. She enjoys teaching all levels of Spanish language and literature. She will be covering courses in the core and other electives for our Spanish Majors and Minors this year. Next semester she will be teaching the course "Glory, Splendor and Decay: Spanish Golden Age Literature."

Dr. Elizabeth Haas, Visiting Assistant Professor in the Film/Television/Media Arts: Elizabeth has taught part-time and full-time at Fairfield in both film/television and English over the past several years. She earned her MFA and PhD from the University of Michigan and was a Woodrow Wilson Fellow in the Humanities at the University of Texas. This summer she won a writing award from the University Film and Video Association and co-authored the forthcoming second edition of *Projecting Politics: Political Messages in American Films*. She will be teaching courses in film history and theory, along with screenwriting.

Dr. Jay Valentine, Visiting Assistant Professor of Religious Studies: Jay received his BA from the University of Delaware, his MA from Naropa University in Boulder, Colorado, and his Ph.D. in Tibetan Buddhist Studies from the University of Virginia. His area of research is the 'Northern Treasure' (Byang-gter) tradition of Tibetan Buddhism, with special emphasis on their institutionalization of the Tibetan idea of reincarnate Lamas in their primary monastery

of Dorjedrak and affiliate institutions. He has done fieldwork in India and Tibet, and has taught at Johns Hopkins and Goucher College, among other institutions. He will be covering the Asian Studies courses in the Department of Religious Studies while Dr. Ron Davidson is on leave this year.

III. Merit Committee Motions

Prof. Bayne presented two motions on behalf of Prof. Dewitt. He briefly explained the rationale for the motions, as described below:

- **MOTION ONE**

That the required review of the CAS Merit Review Process be postponed until fall 2014.

RATIONALE

In light of recent and upcoming changes in senior administrative positions, it makes sense to allow our faculty representatives time to engage in discussions about the future of merit at Fairfield before we begin work on possible modifications to the CAS merit policies.

- **MOTION TWO**

That until the required review of the CAS Merit Review Process is complete, each department shall put forward one nominee each year for the at-large openings on the CAS Merit Review Committee.

RATIONALE

Strictly speaking this is a modification of the Merit Review Process, and so should be approved by the CAS faculty. The purpose is to solve the on-going problem of finding sufficient nominees to fill the at-large positions on the merit committee. The consensus of the CAS Planning Committee is that this is the best solution at this point for addressing this problem, and the CAS Chairs likewise seem in agreement that this is a viable solution for at least the near future.

Prof. Bayne *MOVED* to postpone the required review of the CAS Merit Review Process until Fall 2014. Prof. LeClair *SECONDED* the motion.

The Chair opened the floor for questions and discussion.

Prof Minors asked if the motion, if passed, would postpone the review of the merit system until Fall 2014. Prof. Bayne answered yes.

Prof. Greenberg spoke in opposition to the motion. He said that the merit process is problematic, and in need of review (without delay)

Prof. Crawford spoke in favor of the motion. He suggested that with new administrators arriving on campus before Fall 2013, we may find a new ally who may consider scrapping or significantly modifying the existing merit review system.

Prof. Bowen asked what will happen if the motion fails. The Dean answered; she reported that the Planning Committee would form a subcommittee (via a motion that would come before the College faculty, including a specific charge and time frame). The charge would focus the subcommittee on merit review committee structure, especially in regards to the fact that junior faculty and faculty who were promoted in a given year are no longer required to apply for standard merit.

Prof. Boquet said that she agreed with both Prof.'s Crawford and Greenberg. She suggested that discussions on the merit review system and the development of a white paper this year could present a clarified message for incoming administrators. Prof. McFadden MOVED to amend the motion add the creation of a white paper group, as described by Prof. Boquet. The Dean noted that such an amendment or motion may be out of order because it is not exclusively College business. The Chair RULED OUT OF ORDER the motion to amend.

As a point of order, Prof. Greenberg asked why Prof. Bayne's standing motion is not out of order. The Chair explained that unlike the motion to amend, Prof. Bayne's standing motion was explicitly about College (versus university-wide) business.

Prof. Boquet suggested that the College could have an independent discussion with no formal review.

As a point of order, the Dean noted that the College has elections scheduled that are contingent on these motions. She added that Prof. Boquet's idea for an independent, informal discussion may be a third and separate motion because it is not directly pursuant to the charge to review the merit plan and its performance over the past three years.

Prof. Miners added that if the motion fails, the College could then initiate a review as described by Prof. Boquet.

Prof. Dennin asked who was charged to do the formal three-year review. The Dean said the College faculty was responsible for the review (no designated committee).

Prof. Boquet spoke against the motion and voiced agreement with Prof. Minors previous comment.

Prof. Crawford added that he was fine with voting the motion down, but he argued that such an action has a number of consequences. He asked for clarification on what exactly the three-year review will assess.

The Dean and Prof. Bayne responded that the College is behind in the formal review process, largely because there was not a formal plan in place already.

Prof. Crawford noted that without a formal plan for the review, the standing motion appears to be a practical matter that would allow for the development of a formal plan. The Dean and Prof. Bayne agreed with Crawford's characterization.

Prof. Miners CALLED THE QUESTION. The motion to call the question PASSED (32-0-5).

The Chair called a vote on Bayne's first (standing) motion. Motion PASSED (37-11-12).

Prof. Bayne MOVED that until the required review of the CAS Merit Review Process is complete, each department shall put forward one nominee each year for the at-large openings on the CAS Merit Review Committee. Prof. Greenberg SECONDED the motion.

The Chair opened the floor for questions and discussion.

Prof. Boquet asked if this motion was presented as a way to deal with a lack of volunteers for the merit review at-large positions. The Dean explained that the Planning Committee proposed that the best approach for efficiently recruiting at-large merit review committee member would be to ask each Department (not programs) to nominate a departmental colleague. Prof. Miners asked if this policy would apply to 1-person departments. The Dean responded and said that no such departments exist.

Prof. Dennin asked if this motion and the changes it would create were developed via due process. The Dean responded that the Planning Committee made this suggestion at their October 2013 meeting. She added that this suggestion (to send an elected department member and an at-large nominee) was actually suggested by faculty during one of last year's CAS meetings. The Dean reported that she solicited said at-large nominations from chairs earlier this month, and that Prof. Dewitt drafted the two motions (as presented by Prof. Bayne) to make this process official.

Prof. Bowen spoke in favor of the motion. She noted that faculty resist the merit structure, and that as a result, volunteerism is low for merit review service. She added that nominations during College meetings would likely result in many colleagues sitting back and waiting for someone else to step up. She argued that until the system is modified or gone, we need a more thoughtful rotation. Department meetings, she concluded, are an appropriate place for these deliberations (rather than CAS meetings).

Prof. Baginski asked about the terms of merit review committee service. The Chair responded that the terms were 2-years.

Prof. Harding asked if untenured faculty can serve on merit review committees? She noted that some departments may have an imbalance of tenured and untenured colleagues, and that this imbalance could lead to over- or underrepresentation on merit review committees (e.g. multiple at-large reps from a single department). The Dean answered that, if it passed, the motion would stand until the review happens, and that the review would be the best place to consider more specific details and questions.

Prof. Boquet spoke against the motion; she argued it would set a bad precedent. She added that our governance processes depend on our willingness to serve. The motion, she said, establishes a process that admits we have a problem.

Prof. Greenberg spoke in favor of the motion. He said that faculty are quick to volunteer service on major committees (e.g. handbook committees), and questioned why someone wouldn't be willing to serve on the merit review committees. He noted that colleagues do eventually step up and fill the merit review committee rosters. He closed by stating that the standing motion will, pending the formal review, "reduce the pain."

Prof. Walker CALLED THE QUESTION; SECONDED by Prof. Downie. The Chair called the vote. Motion PASSED (54-0-3)

IV. Elections

1. Arts & Science Planning Committee Member (1) *Natural Sciences & Mathematics*

The Chair announced that Prof. Walker agreed to be a nominee for the ASPC position representing the Natural Sciences & Mathematics. She opened the floor for additional nominations. With no additional nominations from the floor, Prof. Walker was ELECTED by acclamation.

2. Distinguished Teaching Award Selection Committee Member (1)
Natural Sciences & Mathematics

The Chair opened the floor for nominations. Prof. Miners NOMINATED Prof. McSweeney to serve on the Distinguished Teaching Award Selection Committee. Prof. McSweeney accepted. With no additional nominations from the floor, Prof. McSweeney was ELECTED by acclamation.

3. At-Large Merit Committee Members (4)
2 Humanities; 1 Natural Sciences & Mathematics; 1 Behavioral & Social Sciences

The Chair noted that the Departments of Economics and Psychology have yet to elect department representatives for merit review. Additionally, the two departments along with.... have yet to submit one nominee each for at-large merit review committee slots.

Following a discussion of missing nominations for at-large committee members, Prof. Walker MOVED to table the motion. Prof. LeClair SECONDED the motion. The Chair called the vote. With a clear majority voting in favor, the motion PASSED.

The Dean asked the Chair and Secretary to follow up with department chairs who have yet to submit nominees for at-large merit review committee slots.

V. Deans' Remarks

A. The Dean extended a warm welcome to our new colleagues and those returning from sabbatical and pre-tenure leave.

B. The Dean thanked faculty for their "stellar accomplishments and work with students." She also thanked faculty, and department chairs in particular, for their cooperation in optimizing instructional resources (fewer under-enrolled courses than in the past 10 years), enabling us to advocate for continued f/t TT hiring.

C. The Dean summarized highlights from the 2012-13 Annual Report of the College. She noted that the full report is available on the CAS faculty webpage.

- **Seven new tenure-track faculty were hired in the College** in Chemistry (Biochemistry), Economics (econometrics), History (Islamic World), Math (one in Biostatistics and one in algebra and logic), Physics (astronomy), and Sociology (race/class/gender). In

addition to their departmental-based programs, these 7 new faculty members are expected to have interdisciplinary connections to programs in Black Studies, Educational Studies, Environmental Studies, Latin American & Caribbean Studies, International Studies, Russian/East European Studies, and Women, Gender, & Sexuality Studies, as well as the Integrated Health Sciences Initiatives. Brief profiles are attached.

- **CAS faculty publications and presentations:**
 - o 9 books published in 2012-13 were authored or edited by College faculty
 - o 289 articles, chapters, and other publications – up more than 40% from the previous year!
 - o CAS faculty gave 480 presentations at professional meetings, invited talks, and/or exhibits/performances – up nearly 20% from last year.
- **Student Research:**
 - o 229 CAS students presented research at scholarly meetings or were authors on published manuscripts; this is an increase of 85 students, or 38% over 2012-13, which had seen an increase of 41 students from the previous year.
 - o 339 students conducted supervised research or creative projects.
- **Grants/External Funding:**
 - o CAS faculty submitted \$3.1M in federal funding applications this year; none have been funded to date.
 - o Challenges include reductions in federal budgets and the Sequester that has held up successful and highly rated proposals. Applications have grown exponentially over the past decade, though staff support for government-sponsored programs is static and funding climate has deteriorated significantly.
 - o Foundation funding requests involving CAS faculty totaled nearly \$1.7M this year; so far \$411,000 has been funded and \$427,000 is still pending. Most of this work is connected to the Center for Faith & Public Life for projects on which CAS faculty serve as the lead investigator or as the majority of the project teams.
 - o There were no corporate grants to CAS this year, but we are excited about the arrival of Carla Sullivan '88, former President of the Alumni Association, as our Director of Corporate Relations. We've already had several conversations with her about partnering with area corporations.

D. Goals for 2013-14

The Dean presented CAS goals for 2013-14.

1. 20% increase in department travel budgets, plus over \$40,000 committed in additional travel support from the Dean's budget
2. Hire 7 excellent new TT colleagues in the searches that are unfolding now (first campus visits in less than two weeks)
3. Get approvals to search in at least 6-7 lines next year; continue advocating for full-time, tenure track faculty
4. Keep assessment moving, including assessment of the Core Pathways Project and Core Learning Outcomes

5. Improve Advising
 - Help students understand the value of their education (Classroom to Career, return on investment for a liberal arts education)
 - Advising SWON (Strengths, Weaknesses, Opportunity, Needs) assessment with department chairs led to ideas for improvements, including a new advising check list being sent to students
 - The Dean encouraged faculty to respond to requests for Early Alerts & Mid-term estimates. Response rates are extremely low and these catch not only academically at-risk students, but those who are psycho-emotionally at risk. She shared a story of one such student.
6. Increase effectiveness in use of IDEA as a reflection of instructional quality
 - All faculty filling out FIF to select a few “essential” and/or “important” assessment areas. Not doing so reduces individual and department scores.
 - Increase measures for Progress on Relevant Objectives
 - Mapping Relevant Objectives to core pathways and program learning goals, and communicate these connections to students (between evaluations, objectives, and curriculum)
 - Increase averages for “excellent instructor” and “excellent course” in relation to national disciplinary averages – we are a teaching-focused university and our course evaluations should be higher than they are.
7. Begin a strategic planning process focused on medium-range issues and longer-range horizons that will include:
 - Discussion of online and technology-supported pedagogies (reference pilot project being led by Aaron and Manyul)
 - Discussion of a process for reviewing – and significantly revising/changing – the core curriculum. Sister institutions ahead of us in this regard.
 - Discussion of potential new degree programs for development and re-configurations of existing programs to optimize Fairfield’s (and the CAS) competitive advantage

E. Discussion of Administrative Turnover and Searches

1. The Dean reported that she is not a candidate in the current search for the new Provost/VPAA. She encouraged colleagues to share their thoughts with CAS members of the search committee (Prof.’s Crawford, Dallavalle, and Rakowitz). She also encouraged colleagues to participate when opportunities arise during campus visits.
2. Advancement VP search is getting started
3. Finance/CFO search is underway; it is uncertain as to whether or not there will be representation from the academic division other than SVPAA
4. Marketing VP (or Director) – Search has not begun. Interim director (Sr. Director) serving.

5. EVP Kevin Lawlor has been meeting with faculty leaders and others; he will meet with CAS Chairs at the December Dean's Council meeting.

F. Other Announcements and Notes

1. Call for new members of the A&S Students Awards Committees (Jim Simon will solicit nominees for 3-year terms (appointed by the Dean)
2. Call for Associate Dean, 3-year term (Manyul's term ends this year) – Dean will distribute a written call in early November, to complete selection by late January.
3. Call for Humanities Institute Director (to realize the new vision) – Dean will post H.I. case statement on CAS webpage and send out call for (self-) nominations in early spring
4. Reminder: FUSA getting summary reports on their 5 questions on the IDEA form. These reports include faculty members' names. FUSA owns the data and can do what they want with it, including publishing it verbatim.

G. Closing remarks

“There is a good deal of leadership change going on at Fairfield. Even when a change in leadership is desirable, the process is disruptive and can be demoralizing. These changes have and will continue to create a great sense of destabilization, and it is easy to become cynical or to retreat into narrower or more self-interested activities. It's incumbent upon us to keep our focus on the core business of the institution, which is teaching and learning, advising and mentoring, and supporting the success of our students and colleagues. It's incumbent upon us to stay optimistic and to advocate for the Common Good – not just for the faculty welfare, but for long-term institutional welfare. The President has re-inaugurated his conversations with faculty over cocktails at his residence, and he really does want to reinvigorate his relationship with the faculty, grounded in more frequent and informal contact.

CAS faculty can be proud of all the ways we serve and lead at Fairfield, and we should take time to remind ourselves of the enduring value of what we do for and within this University. We should express gratitude to each other for our community and to the institution for our good fortune in being among the very few and unusually privileged in our industry.”

H. Q&A with the Dean

Prof. Miners asked for an update on the SVPAA search. The Dean reported that semi-finalists have been interviewed, and that campus visits will soon follow. There was a brief discussion of the actual title of the position to replace the outgoing SVPAA. The Dean noted that College faculty advocated for a Provost title over SVPAA. Prof. Rakowitz, who serves on the search committee,

said that the official job description is the same description that was used for the previous search for an SVPAA, and she explained that the official position title is combined: Provost and SVPAA.

Prof. Miners asked how many participants are working on the on-line teaching initiative. The Dean reported that 12 colleagues are participating.

Prof. Dennin asked if the titles for other administrative searches are being changed. The Dean said she recently asked the Executive Vice President about this question specifically related to the marketing one. She reported that no decision has been made about vice-president versus director versus other titles for this division. There is some sense that the VP of Finance title is being changed simply to Chief Financial Officer.

Prof. Miners asked which departments are currently searching for a tenure track line. The Dean listed the following departments: Biology, Communication, Modern Languages & Literatures (Spanish), Philosophy, History, Religious Studies, and VPA (Film Studies).

Prof. Baginsky reported that first year faculty found it difficult to make an informed decision about on-line registration for the FUSA component of the IDEA evaluation system (e.g. why opt in or out?). He emphasized that it's important not to use acronyms instead of full titles of things, as new faculty don't yet know the acronyms. Prof. Bouquet noted that we may be able to check back in to double check our selections. Associate Dean Im said that the Dean's Office is working on improving access to IDEA links for faculty seeking information on IDEA materials and results.

VI. Adjournment, followed by CAS faculty reception

Prof. Dennin MOVED to adjourn. Prof. Crawford SECONDED the motion. The Chair ADJOURNED the meeting at 4:50pm. Colleagues proceeded to the CAS faculty reception.

CAS Faculty Meetings

Friday, December 13, 3:30-5:00 (Alumni House)

Friday, January 31, 3:30-5:00 (Alumni House)

Friday, March 7, 3:30-5:00 (Alumni House)

Thursday, May 1, 3:30-5:00 (Alumni House, Annual CAS Celebration)

A&S Planning Committee

Ex officio:

Robbin Crabtree, Dean

Sally O'Driscoll, Chair of CAS (2012-2014, second term)

Scott Lacy, Secretary of CAS (2013-2015, second term)

Elected:

Bob Epstein, Humanities (2012-14)

Dave Crawford, Behavioral & Social Sciences (2012-14)

Marty Lomonaco, Interdisciplinary Programs (2013-15)

Vin Rosivach, At-large (2013-15)

Brian Walker, Natural Sciences & Mathematics (2013-15)