

**CAS Faculty Meeting Minutes
Monday, November 9, 2020
Meeting took place on Zoom
3:31 pm to 4:39 p.m.**

A proxy was held by Prof. Joan Weiss for Prof. Laura McSweeney

There were 64 Faculty Members present.

1. Announcements from the Chair

- **Remaining CAS Zoom Faculty Meeting for Fall 2020**
 - December 10 (Thursday)

- **Now that Fairfield University is an Institutional Member of the National Center for Faculty Development & Diversity (NCFDD)**, remember to claim your free Institutional Membership at <http://www.facultydiversity.org/join>. Please contact our CAS colleague, Prof. Rachelle Brunn-Bevel, Faculty Chair for Inclusive Excellence with any questions.

- **Sara Brill, PhD, *Aristotle on the Concept of Shared Life* Virtual Book Reading; Zoom (11/11, 5pm)**
Please contact Joann Ference - jference@fairfield.edu - for the zoom link to this event

- **Rethinking Assessment: Teaching and Learning in the *Magis* Core, Nov.19-20**
 - **Dr. Ashley Finley will give the featured lecture on November 19th.**
For a full schedule of the online events and to register, please use this link: http://faculty.fairfield.edu/magiscore/documents/rethinking_assessment_oct2020.pdf

2. Approval of the CAS Faculty Meeting Minutes from the October 15, 2020 meeting
Motion to Approve: Alphonso/ Boquet (45-0-2)

The minutes were approved.

3. Faculty Research Minutes: Three Faculty were invited to present.

Prof. Catherine Andersen, Biology

I am a Nutritional Scientist and Registered Dietitian. My primary area of research is focused on how the health and function of our immune system can be influenced by parameters of metabolic health, such as the cholesterol levels in the blood or the percentage and distribution of adipose (a.k.a. fat) tissue in the body.

Why is this important? There is clear evidence that metabolic health and immune function play important roles in the development of diseases that constitute the leading causes of death in the US - including heart disease, cancer, Alzheimer's, and diabetes. It is also becoming increasingly clear that metabolic health is an important determinant for management of autoimmune disorders, severity of complications stemming from viral and bacterial infections, and the efficacy of vaccines for the flu, hepatitis, and rubella. This appears to be holding true for COVID-19, where obesity is a known risk factor for increased severity of disease.

The overarching goals of my research projects are two-fold: 1) to gain insight into how we can better determine populations at risk for diseases that involve the immune system based on metabolic profiles, and 2) how can we prevent, treat, or mitigate severity of disease with nutrition and diet.

Briefly, I would like to share a few of the findings from selected projects coming out of my research lab in Bannow:

- We have found that there appears to be sex-dependent differences in relationship between blood cholesterol levels and clinical immune cell measurements, which may help to explain the differences in risk of cardiovascular disease and autoimmune disorders between men and women.
- We have found that blood cholesterol profiles that promote the development of heart disease also promote the growth of leukemia cells.
- We have found that making minor dietary changes, swapping out whole eggs for egg whites, can impact immune profiles.
- Thanks to a 2016 paper coauthored by a Fairfield research student, I have been fortunate enough to have received invitations to contribute to the ongoing conversation surrounding obesity, COVID-19, and vaccine development, in articles featured on CNN, Politico, and Science Magazine.

Prof. Lucrecia García Iommi, Politics

My research focuses on norm dynamics in international relations, a subject I approach from a Constructivist perspective. In particular, I have focused on the study of norms in relation to the International Criminal Court. Most recently, I e-presented my paper "Legitimacy, Indeterminacy, and the Power of Legal Interpreters in the International Criminal Court" in the International Studies Association North East Annual meeting. This paper is part of an ongoing exploration of the relation between Critical Constructivism and Critical Legal Studies on the point of the indeterminacy of legal norms.

Additionally, my recent article “Norm Internalization Revisited. Norm Contestation and the Life of Norms at the Extreme of the Norm Cascade” (Global Constitutionalism, 2020) dealt with norm change in the international system. My first solo book project, *Norm Change and International Political Dynamics*, builds on this work. My book seeks to bridge the divide between first and second-generation constructivist literature on the study of norms on the basis of a model of norm change that builds on their shared ontology and elucidates the relation between norm robustness (i.e., norms are perceived as valid and they are obeyed) and practices of norm contestation in a world of enduring national and regional differences.

Prof. Jerelyn Johnson, Modern Languages and Literature

My general area is in contemporary Spanish cultural studies, but I specialize in Spanish theater. For the past few years I have been focused on Spanish playwright Juan Mayorga. Some of you will know his work from two productions we staged here at Fairfield, *Perpetual Peace* and *Way to Heaven*.

I tend to focus on the way he examines memory and history. For example, my most recent article was on his play *El cartógrafo (The Mapmaker)*, which is set in present-day Warsaw and in 1943. It centers around the troubled wife of a Spanish diplomat who is confronting her own past trauma as she also investigates the legend of a mapmaker of the Warsaw Ghetto. Through maps, body mapping, interactive commemorative sites, and then the visual and kinetic confluence of different historical time periods at times together on the stage at once, this play forces us to confront our present dangers while remembering our disappearing history.

My current project is a collaboration on the first-ever critical edition and translation into English of six of Mayorga’s most prominent plays. For this international, transatlantic edition, Mayorga’s British translator and I translate three plays each, with the critical introduction and apparatus written by me as well. So, stay tuned!

4. Change of Composition of Divisional Merit Committee for Social & Behavioral Sciences

The Divisional Merit Review Process in the College of Arts and Sciences was reviewed. The review process is given at this website.

http://www.faculty.fairfield.edu/cas/COMMITTEES/Committees_INDEX.html

The Merit Committee in the Division of Social Sciences and Behavioral Sciences needs to be amended since the Department of Economics moved to the Dolan School of Business. The new Merit Committee Composition in the Division of Social and Behavioral Sciences is in line with the Natural Sciences/Mathematics Division.

MOTION: (Harper-Leatherman/Bowen) To update the ‘Proposal for a Divisional Merit Review Process in the College, Approved 10/27/10,’ to change the language and the Social and Behavioral Sciences Committee to reflect the current departments within this division and to update all of the departments listed with current names. The specific new language under Divisional Committees will now read, *“These elected faculty will form three committees as follows: Natural Science/Math (9 members representing Biology, Chemistry & Biochemistry, Mathematics, Physics, and 1 at large); Humanities (15 members representing English, History, Modern Languages and Literatures, Philosophy, Religious Studies, Visual and Performing Arts, and 3 at large); Social and Behavioral Sciences (9 members representing Communication, Politics, Psychology, Sociology and Anthropology, and 1 at large).”*

There was no further discussion.

The vote on the motion was (53-1-2). The motion passed and the language will be updated.

5. Announcement of Inclusion and Diversity Task Force

There was a call for participation on this committee. Each Department/Program was invited to nominate one faculty member for the committee.

NAME	DEPARTMENTS/PROGRAMS REPRESENTED
Adam Rugg	Communication, Sports Media
Anna-Marie Aksan	Asian Studies
Elizabeth Hohl	History
Geoff Church	Health Studies
Janie Leatherman	Politics, Humanitarian Action
Jim Biardi	Biology
Jiwei Xiao	Modern Lang & Lit
Jonathan Stott	Physics
Kevin Cassidy	Irish Studies
Kris Sealey	Black Studies, Philosophy
Maggie Labinski	Classical Studies, Peace & Justice Studies, Philosophy
Laura Nash	VPA
Li Zhang	Math
Lydia Willsky-Ciollo	Religious Studies
Mary Ann Carolan	Italian Studies
Matt Kubasik	Chemistry & Biochemistry
Matt LaClair	Psychology
Mehmet Cansoy	Sociology & Anthropology
Rachelle Brunn-Bevel	Faculty Chair for Inclusive Excellence

Rose Rodrigues	Bachelor of Prof. Studies
Shannon Kelley	English
Sunil Purushotham	Islamic World Studies

6. Discussion on Professional Advancement During COVID times

Prof. Boquet introduced this agenda item as part of the ASCC. Prof. Alphonso will put forth a motion on the floor related to this agenda item.

Prof. Boquet acknowledged the important work colleagues have continued, re-imagined, and begun since the start of COVID. She stated that the reason to bring this item forward had to do with informal conversations members of the ASPC had with CAS Faculty. There are number of efforts currently underway to ensure support for professional development (CAE, National Center for Faculty Development and Diversity). We also recognize that there is work going on at the university level in terms of faculty governance (Rank and Tenure and Faculty Development and Evaluation Committees). We also know that people are involved in conversations at Dean’s Council.

The members of the ASPC thought that there might be an additional link to make at the CAS Faculty level. In particular, ASPC members were mindful of developments being reported in the higher education publications regarding issues of gender, race, and other inequities on the impact distribution of COVID in terms of limiting professional advancement in academia. It was our thinking that COVID-related challenges are varied and multi-tiered, so they impact differentials at all levels—contingent, visiting, assistant, tenured, and fully advanced in rank.

We are proposing a motion, which Prof. Alphonso will put on the floor, that we hope will provide an opportunity to gather challenges Faculty might be experiencing with respect to professional advancement (teaching, research, and service) and make recommendations regarding possible institutional supports than can help mitigate these challenges.

MOTION (Alphonso/Downie): To further the ongoing commitment of CAS to support the highest possible professional advancement of its faculty in the areas of teaching, research, and service, a “Task Force on Professional Advancement during COVID Times” will be convened, comprising of a 5-person committee, with one member from each of the four schools, Communication, Arts & Media; Humanities; Social Sciences; and Natural & Behavioral Sciences & Mathematics and 1 at-large member. The committee so composed will include at least one member from each of the following ranks: Visiting Assistant Professor or Professor of the Practice; Assistant Professor; Associate Professor; Full Professor. The task force will gather information regarding professional advancement challenges facing faculty across levels and disciplines arising from the COVID pandemic, make recommendations for institutional supports and processes to address these challenges, and report back to the CAS faculty at its February meeting.

Prof. Alphonso stated that some challenges that faculty experience are discipline specific. Classroom visits for junior faculty may work out differently in the time of COVID. The Task Force will not be making decisions, but will be gathering information and facilitating conversation.

Prof. Harding spoke in favor of the motion. We all have different challenges during this time. Some have personal challenges. As a faculty member, I am concerned that we will meet the same metric as a traditional year. I hope that this group will come forward with some information and positive recommendations on how the college will deal with this.

Prof. Schwab thinks it has a potential to be helpful to faculty. How will names be forwarded and who will decide? Do you have information to share with us? Prof. Harper-Leatherman said the ASPC will make a call for nominations from anyone in the College, and will put names forth for election at an upcoming CAS faculty meeting.

Prof. Schwab said some departments straddle different schools. We will all need to be aware that faculty are part of different schools.

Dean Greenwald said he brought this to the Committee. We are all impacted by COVID. We are impacted in different ways depending on discipline. We want to have a conversation based on our priorities. The Dean wants to provide support and do fundraising as appropriate. This is an important level of support.

Prof. Alphonso talked about different proposals. The committee first thought of having two members from each school plus one at-large member. Thus, there would be nine people on the committee. This would be a rather large committee and it could be logistically a nightmare to schedule meetings. It would be helpful if people would come forward and nominate themselves.

Prof. Boquet stated that we discussed a range of options. One possibility listed faculty by only rank. We thought that a ranked distribution by schools was the best option.

Prof. Harper-Leatherman said the ASPC will discuss the best way to call for nominations, if this motion passed.

Prof. Gunter spoke in favor of the motion. She brought forward the lack of commitment for advancement for Professors of Practice.

Prof. Kelley wanted to echo the points that others brought forward. There is much to be said and be done. The pandemic is certainly affecting everyone's professional lives. I was wondering if you could talk a little bit about the relationship between this task force on professional advancement and the Rank and Tenure committee. Have you had conversations with Rank of Tenure Committee? Are they addressing some of these questions?

Prof. Bayers said he can't comment on having conversations with the Rank and Tenure Committee directly. He encouraged former members of Rank and Tenure to run for the Task Force.

Prof. Boquet said we have not had conversations or any official outreach with Rank and Tenure. One of the reasons we called this item professional advancement during COVID time was to recognize that we can be in all sorts of conversation on professional advancement. We hope that there will be recommendations from the task force that we can convey to Rank and Tenure. We formed the conversations around professional advancement and not around Rank and Tenure. We talked about how different departments and programs are in terms of levels of attention and engagement with questions of professional advancement.

Prof. Alphonso stated that the task force will make recommendations for institutional support and processes to address these challenges.

Prof. Brennan said that he just submitted a dossier for promotion. He had to provide hard copies of a dossier when everything has been provided on-line. Perhaps, the format on-line is better than the physical copy. Going forward, or at least until we can properly contend with the condition, what is the need for hard copies of materials for tenure and promotion?

Dean Greenwald said this task force is separate from Rank and Tenure. The Rank and Tenure guidelines remain intact.

The Dean also stated that in the current period, the levels of support might need to change. It is difficult being alone and not having a conversation with a colleague. Having these conversations among the faculty is a positive step so that folks do not feel so isolated. Out of those conversations, some recommendations may come forth. Maybe there is a recommendation to Rank and Tenure, or recommendations for levels of support from the College of Arts and Sciences, or the Dean's Office, or the Provost's Office. Maybe it is models of mentoring that need to happen that are more holistic, or maybe there is discussions about what departmental models seem to be working. The world of academic research has changed. Labs and archives closed for a while. The Dean wants to see where the faculty recommendations are from the task force.

Prof. Harper-Leatherman stated that the Arts and Sciences Planning Committee discussed having listening sessions for people to discuss their challenges or experiences for teaching, research, and service. This task force, if convened, can determine their methods moving forward.

Nick Kapoor stated in the chat that the Non-Tenure track Committee is hard at work investigating POP advancement.

A vote on the motion happened. (49-0-2). The motion passed.

The Arts and Sciences Planning Committee will think of the best way to call for nominations.

7. Remarks from the Dean with question and answer session

The Dean had a couple of items to discuss. The Dean is proud of the Faculty. We need to think about this holistically. We had a very tough Spring and Summer. This fall was a bumpy ride. We are keeping our fingers crossed that the COVID positivity numbers will decrease.

Many Faculty have been asking for guidance on teaching in person versus virtual classes for the next two weeks. The Dean has faith that the Faculty will decide to make these decisions for yourselves. The Faculty know what works best in the classroom and for the curriculum. There has been no mandate from administration for levels of contact.

The Dean is happy that the Faculty are doing good work. There is a new Task Force for Diversity and Inclusion. This task force will make recommendations to CAS Faculty moving forward. The group will be meeting throughout the semester.

The Dean recognizes that working on Zoom can be isolating. Once we emerge from this, we will be in a better place going forward.

We have had some interesting news over the weekend. We have a President-elect. We have announcement of a vaccine that seems promising. The level of virus spread may be very high in March 2021, so a lot depends on what happens between now and then. There is a lot of trust between the administration and the Faculty, and I hope that the Faculty trust the administration. The Dean is proud that the Faculty made the semester work under difficult conditions.

Not too long ago, Prof. Rosivach passed away. The Dean is pleased to announce an endowed chair for Prof. Rosivach in Classical Studies from his family. His legacy will continue. Prof. Schwab will be chairing the search committee. Many institutions are closing classics departments or laying off faculty in this area. The University has made a commitment to not only continue, but expand the offerings in Classical Studies because we think this is important for a liberal arts education. The Dean is happy to work with Vincent's family on such a large gift. The family also announced a gift to the slavery project. This project will have an endowment moving forward.

The budget cycle has been rough. We have lost members of the community through a reduction of force. The Dean is hopeful that there will be no further conversations on budgets going forward.

The Dean then asked if there were any questions.

Prof. Bowen asked for an update regarding the number of students who will be on campus after Thanksgiving. Was there a deadline for notification? The Dean responded that there will be nowhere near 1000 students who will be on campus. There are about 200 international students who will need to stay on campus.

Prof. Mielants stated that there are a number of students who are transitioning to remote learning. He asked the Dean to assess how this is going to impact our budget, given that we depend on room and board.

The Dean responded that about 400 students transitioned to on-line instruction and went home. This does not affect the budget. The budget will be affected if we have a large number of students who did not come back for the Spring term. We have planned for a number of students not coming back for the Spring. It depends on the virus spread during that period of time.

8. Adjournment (Bowen/Boquet)

There was no opposition.

Respectfully submitted,

John R. Miecznikowski
Secretary of CAS 2017-2021