

## Minutes of the CHASS Faculty Meeting 11/30/05

1. Dean Linda Brady called the meeting to order at 3:39 p.m.
2. Minutes from the April 6, 2005 meeting were approved as written.
3. **Committee Reports:**
  - Academic Life-No Report
  - Curriculum Committee- Randy Thomson reported that the B.A. in Women's and Gender Studies has been approved at the university level. The committee should soon be reviewing the proposed B.A. in Leadership and the Public Sector, a distance education program.
  - International Studies- In Anne Schiller's absence Randy Thomson reported that the committee, which includes a representative from each department, met in September to revise the CHASS Study Abroad Program Review Guidelines to emphasize the integrity of the academic dimensions of programs that offer courses for CHASS credit. Those guidelines will become available to all program directors next Fall on both the International Programs and Study Abroad Office websites. The committee has reviewed seven program proposals this year. The Committee is now writing a draft International Programs Mission Statement that will be posted on its website in January. It is also creating a standardized scoring system to rank student applications for CHASS Study Abroad Scholarships. The committee expects to award ten scholarships to CHASS students in January. The committee is subdivided into task groups that are preparing reports that will be submitted to the deans in May. The first, headed by the representative from History, David Ambaras, is developing new kinds of international programming for CHASS students and for Alexander Global Village. The second, headed by the representative from Communication, Steve Wiley, is focusing on ways to enhance the academic dimensions of Study Abroad in CHASS, including within the new International Studies major. The Committee asks that College faculty save the date of Thursday, February 16, for an inaugural celebration of the International Studies major that will be held in Caldwell Lounge from 5-7. The faculty will also be asked to invite their students in other majors, all of whom might be interested in the Salsa lessons that will be part of the festivities.
  - Personnel-No Report
  - Research-Matt Zingraff reported that the committee met last week to select awardees for the Faculty Research and Professional Development grants. Awards were made to Dr. Troy Case, Department of Sociology and Anthropology; Dr. Jerry Jacka, Department of Sociology and Anthropology; and Dr. Lori Foster-Thompson, Department of Psychology. The committee will meet tomorrow morning to discuss allocations for the scholarly project awards, which are \$4,000 awards.

- Graduate-Matt Zingraff noted that he is on the Task Force to address course action forms at the graduate level. The task force is hoping to develop an abbreviated process. Recommendations to Dean Sowell are due by February 1<sup>st</sup>. It was noted that the Academic Policy Committee of the Faculty Senate is looking at streamlining the undergraduate course action review process.
4. **Update on Africana Studies and the Africa Project by Dr. Craig Brookins:** The Africana Studies undergraduate major has been approved and will be available to students beginning January 2006. The degree is interdisciplinary and Dr. Brookins encouraged college and university faculty to participate. He also mentioned that Dr. Fred Hord, new Director of the African American Cultural Center, has joined the Africana Studies faculty. Dean Brady emphasized the opportunities that exist through the cluster hire process for departments to partner with Africana Studies or any interdisciplinary program to hire a faculty member.
  5. **Faculty Senate Update:** Professor Hans Kellner, CHASS Faculty Senate member, provided an update on Faculty Senate news. The Faculty Senate chair is working to find ways to get regular reporting out to faculty on Faculty Senate issues. A few of the issues the senate is discussing include establishing a day care center on or near campus, document for 5-year review of deans, tuition issues, GER issue, discussion with Provost about the new head of International Programs. Discussion is also beginning about having faculty senate representatives on all of the Board of Trustees' committees. Dean Brady replied that she and a subgroup of deans are working with Barbara Carroll, Associate Vice Chancellor for Human Resources, on the childcare issue. The university has consulted with Bright Horizons on several options. A lunch meeting has been scheduled for December 12 for this group, the Provost, Charles Leffler, Vice Chancellor for Finance and Business, and a few others to further discuss.
  6. **Dean's Report:** Dean Brady recognized Doug Jesseph, chair, and other members of the CHASS Committee on Reappointment, Promotion and Tenure. The committee is considering 23 cases, including 13 reappointments. The Board of Trustees has delegated authority to the Deans to appoint and reappoint tenure-track faculty, effective November 18, 2005. Each college may elect to address reappointment cases before or after tenure and promotion cases. CHASS will go ahead and address reappointment cases sooner rather than later. The Dean expects to complete review of the reappointment cases by the end of the calendar year.  
Update on the Budget: This year the university did not apportion budget cuts across the board. CHASS received the smallest cut of 1 percent or \$309,179 of our State-appropriated budget. The Office of Finance and Business took the largest cut of more than 3.5 percent. Our cut was taken in personnel and instructional budget cuts. Of the 1,700 original seats lost in the cut, CHASS was able to restore 1,000 seats through internal reallocation of resources, by increasing section sizes and by the addition of new sections offered by faculty not previously scheduled to teach in the spring. The

Provost's Office has provided one-time money to enable the college to cover the remaining deficit.

Update on Compact Planning: The College received \$275,000 this fall in compact plan funding. The initial request was for \$580,000 in support of new initiatives across the college. We received support for the new Master of Social Work program (two new faculty lines essential for program accreditation) and the new Ph.D. in Communication, Rhetoric and Digital Media. We also received six additional teaching assistantships. Three of the TAs were provided to English, one in support of the new Ph.D., and two to the Department of Psychology in support of their doctoral program. The college had requested 18 teaching assistantships and will keep this as a high priority for the next round of compact planning, which may not occur in a full three-year cycle until after completion of the university's strategic plan.

Update on Faculty Salaries Issue: CHASS faces a \$2.7 million shortfall in aligning our faculty salaries to the market average of our peers. \$1.8 million of this shortfall is associated with the salaries of full professors. We face a \$400,000 shortfall in aligning our faculty salaries to 75 percent of the average of our peers—the official NC State goal. This is aside from the approximate \$750,000 shortfall (more than \$400,000 in the Department of English alone) to raise salaries of non-tenure track faculty to salaries offered by Wake County Public Schools and community college instructors. Nancy Penrose in the Department of English has developed a salary analysis report on special faculty salaries in the Department of English. The issue has been discussed preliminarily with CHASS Department Heads and the Provost. A multi-year strategy that is developed jointly by the university and the college is needed to solve this problem.

Leadership Review: On Friday, December 2<sup>nd</sup> at 1:00pm Dean Brady will provide an overview of college programs in conjunction with the CHASS Five-year review of Leadership and Programs.

7. **Other Business:** Dean Brady announced that this faculty meeting would be Jim Svava's last as head of the Department of Political Science and Public Administration. Dr. Svava is stepping down as department head effective January 1, 2006 and will be overseas in the spring semester. He was thanked for his many contributions to the department and college including his work on the development of the School of Public and International Affairs and his work with the Institute for Nonprofits. Dr. Dennis Daley will serve as interim head beginning January 1.

Dean Brady also introduced Lauren Kirkpatrick, the new Director of Communication in the college.

A question was asked about the status of CHASS teacher education degrees following the proposal from the College of Education to relocate CHASS teacher education degrees to the College of Education. Dean Brady responded that the Provost initially asked both deans to work with Katie Perry, Senior Vice Provost for Academic Affairs. A memo to the Provost was then requested from both Deans. Dean Brady has talked with affected department heads who have engaged faculty on the issue and compiled lots of data which formed the basis of Dean Brady's memo to the Provost

about why the degrees should remain in the content areas. Dean Brady also responded to the College of Education's memo offering to partner or develop a codicil with Education. Provost Nielsen has all three documents and will meet with both Deans on December 6. Dean Brady will then communicate to the department heads following the meeting. Concerns were raised that there has been little faculty involvement in this process and that perhaps this issue could be discussed at the January Faculty Senate meeting.

8. **Adjournment:** A motion was made to adjourn the meeting at 4:50 p.m.

Respectfully submitted,

Amy Jinnette  
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College of Humanities and Social Sciences