

Arts and Sciences Executive Committee Meeting - Minutes  
Zoom Meeting  
Thursday, November 19, 2020  
9:00 a.m. – 10:30 a.m.

Attendees: Cristina Alcalde, Ruth Beattie, Christian Brady, Anna Bosch, Betty Lorch, Sarah Lyon, Carrie Oser, Peter Perry, Brian Rymond, Rich Schein, Michelle Sizemore, Suzanne Segerstrom, and Akiko Takenaka

Dean Brady facilitated the meeting.

### Minutes

- Minutes from the October 13, 2020 committee meeting were reviewed. Carrie Oser moved that the minutes be accepted as submitted, and Brian Rymond seconded the motion; the committee unanimously approved.

### Dean's Update

- Communication will be coming out this morning about K-12 school closures from the Governor. UK will continue classes through Tuesday, November 24. Post-thanksgiving there will be some in-person finals. Campus will not be shut down during Thanksgiving. UK will continue to operate as usual.
- Dean Brady stated that he will be sending a brief email to the chairs in follow-up to an email from the Provost requesting that colleges share “best practices” that have been adopted by the various departments over the past 10 months to help ease work-life balance transition during this time of covid. This information will be used to help in the build out of the identified “Top 5” University-wide priorities areas, which are:
  - Continue to support flexibility and autonomy in performing work
  - Continue to address childcare needs
  - Transparent Communication – should be frequent to consistently curb uncertainty. Specifically, regarding budget and process/parameters for a potential shutdown
  - Benefits - roll over unused vacation leave and restore retirement contribution
  - Strategies to rebuild or reimagine the shared workplace experience in remote environment

Feedback is due December 7<sup>th</sup>, and departments are to submit their responses to Anna Chalfant in the Provost's office. Brian Rymond asked how these “best practice” items will be moved forward. The dean responded that individuals will be assigned to delve deeper into each of these priority areas.

- Dean Brady mentioned that he reviewed the recording of the meeting with the A&S elected representatives and the Provost regarding the CPM and NTR metrics. Brian Rymond stated that there are elements within the metrics that are clearly unfair. He said there are ways the metrics can be improved, and asked how effective are these metrics and what is the clear intent? Betty Lorch stated metrics are meant to assess goals and guide the way you move forward. What has

never been defined is how these metrics address and measure clearly defined goals of the university. There needs to be a clear articulation and agreement on the goals we want to achieve and then define the metrics on how to measure those goals. The more specific question is clarification of the research metric. Suzanne Segerstrom said it is an issue of revenue generation; we are coming from academic values and administration is coming from revenue values. It is never going to make sense if we try to make the metrics fit our college values/academic values vs. revenue values. Dean Brady said CPM is for a set pool of money and NTR is for new money. He said he would inquire about the possibility of modifying the metrics with the opportunity to provide input. If there is no opportunity to change the metrics, then we need to shift our mode and determine how we can work within these metrics to the benefit of the college. Anna Bosch reiterated that the Dean's time as interim will be focused on determining and establishing a solid base budget for the college. Dean Brady stated that he will make a proposal to have  $x$  amount of dollars added to the college's recurring budget to make the budget whole going forward. Betty stated that in the future, when establishing performance metrics, administration should allow for opportunity to provide input.

#### Follow-up on the COVID-related increase in faculty workload and its effect on faculty success and evaluations (TCEs, FMERS, teaching observations, etc.)

- Rich Schein stated that administration has determined that the FMERS would go forward despite the push back from faculty. Administration agreed that there needs to be the opportunity for faculty to make a covid impact statement on their work and scholarly efforts. The college is allowing departments to have flexibility in their evaluation process as long as it is equitable across all. Brian Rymond mentioned the 6-week delay that the provost mentioned in the FMER schedule. Rich said yes, there has been an adjustment in the FMER due date in A&S.
- A reminder was sent out to faculty regarding TCEs. TCEs are only a small part of the faculty teaching evaluation piece. Rich stated that on the college website under resources is the policy on teaching evaluations which outlines a four prong approach to the faculty teaching evaluation process mandating that teaching evaluations should include observation of classroom instruction for untenured faculty, the faculty teaching statement, faculty's ancillary teaching materials, and the TCEs as a four prong approach to the faculty teaching evaluation process.

#### Approval of the Area Committees

- Rich Schein shared the document of the selected area committees with the group for discussion. Akiko Takenaka stated she observed a lack of gender balance on the committees. Rich stated he tried to create a balance; however, it was difficult to achieve diversity particularly in the stem areas. It was also difficult to get senior faculty to agree to participate; he was in competition with the Provost for other committee assignments. Rich stated he tries his best to have diverse representation on each committee. He said it does raise an interesting question, that perhaps associate faculty can serve on the area committees. There is nothing that states that only full professors can serve. Maybe associate faculty could serve on the area committees.
- Peter Perry asked if it is customary to have a person outside of the areas on each committee. Rich stated it is a college policy that each area committee will have one person outside of the area to serve on the committee. Suzanne Segerstrom said they solved the problem to divide up the letter

writing responsibility to help with the workload on the chairs of the committees. Rich said now the committees are dividing up all responsibilities.

- Dean Brady asked if EC needed to vote on approval of the area committees. Rich said no vote is required this discussion was to get the EC's input.

### Departmental DEI Plans

- Cristian Alcalde shared that the goal is for each department to develop their own DEI plan. She is meeting with each department and encouraging them to have discussions to determine the departmental needs, establish goals and action steps. She has provided departments with support materials and asked that each department's DEI committee create a charge. Departments do not have to have a separate committee, but discussions should include faculty, staff, and students.
- These conversations are being held university wide. There are 17 workstreams established to address various issues of diversity, equity, and inclusion. Dean Brady serves on the workstream focused on responsible speech.
- Akiko Takenaka expressed concerns about power dynamics – students and junior faculty may fear if they speak up, they may be penalized. She asked how to create a safe environment? Cristina said this is the type of issues that should be address in the department's committee charge; and to identify ways that junior faculty and students can specifically be involved in. The committee must have the leeway to ask hard questions about status quo and how things are running. Cristina has materials to help address issues and formulate questions, etc. to provide ideas for ways in which the students can have the power to investigate.
- Carrie Oser asked Betty Lorch and Sarah Lyons if they were aware of the University Research Scholars Program. Betty stated, yes there will be a message going out to the faculty inviting them to submit proposals and to the chairs for making nominations. Betty stated there is a need for clarification on enhancing diversity; how is diversity being defined. Carrie stated they are focusing on African American scholars. Suzanne Segerstrom suggested to use the NIH definitions. NIH has a specific definition for URM. Nominations due Dec. 7

### Other Matters of Concern

- The next meeting is scheduled for Thursday, Dec. 17, 9:00-10:30 a.m.
- Carrie Oser asked if there were other matters to take to the next Provost meeting with the A&S elected representatives.
  - Dean Brady suggested to be sure to address with the Provost concerns for the college i.e. budget commitments. He suggested to use the meetings very broadly; to think institutionally in an advocate way. Faculty and chairs have the concern that there is a conspiracy to dismantle the humanities. Ask the Provost what is the goal of the institution for A&S; how does he see our research efforts.
  - Betty Lorch stated to express to the Provost that there is concern that the metrics are pushing for the college to become a service college for meeting the teaching goal of the university and minimizing the research efforts of college. Reiterate the mission of the college i.e. graduate education, diverse research enterprise as well as teaching.
  - Anna Bosch stated that covid has distracted us from weighing in on the UK goal for undergraduate education – the target goal to enroll a class of 6000. Detailed assessment

- of the colleges teaching resources has not been discussed to meet the demands for the increasing enrollment. What is the plan to support the instruction efforts? Especially if students are coming in for nursing, engineering, etc. all of which rely heavily on A&S in their early training. Anna stated that UK is going test optional beginning in the fall 2021. This will reshape how A&S places out the entering class.
- Cristina asked to bring up how diversity is defined, what funding support will there be for efforts, and what are the guidelines for the search for the VP of the Office for Institutional Diversity. What is happening with the search process now that George Wright, Interim VP for ODI is now serving as Senior Advisor to the President?
  - Brian suggested that breaking down the university silos will help with the issues of instruction load, as well as the bias on research.
  - Michelle Sizemore asked for more information on the test optional issue. Dean Brady stated that the focus on the test scores is what drives the scholarship money and limits diversity in the honors program. Tests scores are pretty good predictors in the math areas, and it is a better predictor of the socio-economic strata that people come from. Test scores do not necessarily represent student success. Kristen Harper is looking to make test optional on a recurring basis. The concern is how to place students in math, physics, and chemistry. Jesse and his team are working on this. We have typically used these scores to help with placement of students. Dean Brady stated we will need to focus on how we are going to work with these students; how to manage and direct their academic path. Michelle said we need to make sure that we get underprepared students the resources they need to support them post admission toward the path of degree completion/graduation.

Meeting adjourned at 10:20 a.m.

Submitted by:

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