

Arts and Sciences Executive Committee Meeting - Minutes

Zoom

Tuesday, February 22, 2022

9:00 a.m. – 10:30 a.m.

Attendance: Brian Rymond, Carrie Oser, Carol Mason, Chris Pool, Michelle Sizemore, Mark Meier, Christian Brady, Sarah Lyon, Anna Bosch, Betty Lorch, Ruth Beattie

Excused: Christia Brown, Peter Perry

Minutes from January 25, 2022 Meeting

- Brian Rymond tabled the approval of the minutes from the January 25, 2022 meeting until the next meeting allowing time for the committee to review.

Faculty Trustee Election/Lecturer Nomination and Voting Eligibility

- Sarah Lyon shared feedback from the lecturer meeting, held on December 9, 2021, regarding concerns related to issues of equity with other faculty within respective departments, i.e., mentoring (lectures often mentor assistant professors coming in new to the departments; lectures are often assigned a new faculty mentor each year); no path of advancement for lecturers beyond senior lecturer (there is no longer an automatic path to STS as a promotion option; STS is a different title series with different expectations; if an STS position comes open a lecturer could apply as part of the regular search process); no stability in their office space; rolling contracts not permanent position; equitable modified duties. Main concern was regarding voting rights. That voting rights are given by the dept and can be taken away by the tenured faculty at will. The concern was also with voting for faculty trustees, lecturers can nominate, but are ineligible to serve or vote on the trustees. It was mentioned that voting concerns within the departments may arise from lecturers being given voting rights for issues related to undergraduate programs and cannot vote on graduate matters. It was also noted that not all faculty are listed as graduate faculty and it is the graduate faculty that votes on matters related to the graduate programs.
- Anna Bosch suggested that we take a closer look at the lecturers' role in the senate rules and propose to the senate that they consider making a change in the rules.
- Sarah shared the following link to the department mentoring plans on the A&S website:
<https://www.as.uky.edu/departamental-policies>
- Sarah also mentioned that she is working with A&S Development to reach out to the donors of the Teaching Enhancement Awards to change the eligibility criteria to allow for lecturers and STS faculty to apply for these awards which will provide up to \$1,000 for training and resources that will directly enhance their teaching.
- Sarah proposed that she will meet with the lecturers again during this spring semester. Then over the summer, she will do some research looking at what benchmarks are doing regarding these concerns related to lecturers. She will come back to the Executive Committee (EC) with some ideas and proposed actions in the fall once there is more stability at the administrative levels to move forward on issues.

Ongoing impact of Covid 19 on spring 2022 & anticipated fall 2022 semester plans

- Dean Brady said Fall2022 enrollment numbers look extremely strong and teaching modalities will be as normal. He said he has suggested that a committee of deans and ADs be formed to convene over the summer and review what has taken place over the past two years, i.e., how things were handled; develop clear definitions/guidelines for in-person courses, vs hybrid course, vs online course, etc., so that there is a clear path and response in determining the roll out of modalities during such times as we have recently experienced.

KY House Bill 51 – anticipated UK response, if adopted

- HB51 will make it illegal to make any mask mandates in schools. Currently universities have been removed from this bill. Brian asked what UK's response would be if this comes to fruition for us. Dean Brady stated that we could request the wearing of masks in classrooms. Faculty can also continue to wear their own masks in the

classroom. Mark Meier suggested that if it is written in the syllabus that masks are to be worn in class, then it can be enforced.

Updates on A&S Strategic Plan and Vision Statements

- Brian reminded that the EC had requested to review the data from the current strategic plan to evaluate the progress toward the metrics set in the plan. The dean's office will get the available metrics to the EC. Dean Brady said the plan is to make some minor revisions to the existing A&S strategic plan document and next year with the new dean in place, the college can work on a full robust strategic plan.

Updates on Administrative Searches

- The search committee and committee chair have been appointed for the position of Chellgren Chair and Director of the Chellgren Center. Sue Roberts, Professor of Geography and Associate Provost for Internationalization is the committee chair. Friday, February 25 will be the first meeting of the committee. Anna Bosch, Professor in Linguistics and A&S Associate Dean of Undergraduate Programs, is serving on this committee.
- Trey Conatser has been appointed as the Acting Director of CELT. Jay Miller, Dean of the College of Social Work, has been appointed as the Acting Director of UK Online Education.
- Nominations for the Associate Provost for Faculty Advancement position are being accepted through March 2. Applications may be submitted through March 18.
- A search firm is being used to conduct a nation search for the provost position. Nancy Cox, Dean of the College of Agriculture, Food and Environment, and Joe Reed, Chief Accountability Officer and Audit Executive, are the co-chairs for the committee. Dave Moecher, Professor in Earth and Environmental Sciences is on the provost search committee. George Wright, Senior Advisor to the President and Professor in History, is also on the committee.
- Carol Mason asked if there was an update on the search for Director of LGBTQIA Services. She stated that the position announcement came from Robert Hayes, Director of Student Community Resources and Services, and the finalists were being interviewed over the next two weeks (February 21 – March 4). Dean Brady said this had not come up in the provost's meetings. This is a staff level hire and Anna suggested that Kirsten Turner may have more information regarding the status of this search process.
- Katrice Albert is the Vice President for Institutional Diversity. She has been meeting individually with deans but has not yet met with the colleges' DEI associate deans.
- The search committee and committee chairs have been appointed for the Dean of the Graduate school and Associate Provost for Graduate and Professional Education position. The committee chairs are Scott Lephart, Dean of the College of Health Sciences, and Corrine Williams, Associate Professor, College of Public Health/Acting Associate VP for Student Wellbeing. Chris Crawford, Professor and DGS in Physics and Astronomy is serving on this committee.

Dean's Updates

- The Writing, Rhetoric, and Digital Studies department has just undergone their external review process. This department chair's term is up, and we are working on appointment process. Other upcoming program reviews this semester include – Topical Studies Major, Global Studies and International Studies Programs will undergo a combined external review.
- Sarah suggested that, in the future, perhaps a person outside of the department should serve on the various chair search committees. Sarah emphasized the chair search committees serve in an advisory capacity to the dean and they are asked specifically not to rank the candidates. The role of the outside person would be to give an outside perspective and broader view. Carrie Oser stated that she has served in this capacity for the College of Medicine and School of Public Health. In the School of Public Health, she had a vote. Sarah sees this as a role to provide impartiality to the search and to ensure the impartiality of the committee.
- Dean Brady stated that the college is working hard on retention. Our overall budget is still extremely tight. The only budget flexibility was in NTR and CPM and that all went to raises and TA increases. We are out of our fighting funds. Majority of the retentions have been African American and Hispanic American faculty and we have retained most. The job market is strongly competitive in recruiting minority faculty. We received funds for two years for diversity hires and then we have had nothing added to budget bottom line going forward. Job market

for faculty of color is different. Dean Brady encouraged departments to talk to the dean's office if retention issues arise. Research funds, summer salaries, and course releases are other options that we can use to retain faculty as we are out of fighting funds. Carrie Oser mentioned that perhaps the college could approach the research priority areas when appropriate to try to retain faculty.

Dean of Arts & Sciences Search Update

- Carrie Oser stated that the search committee met with the search firm on February 21 for a check-in regarding the candidate pool. She said that the committee chairs have access to the entire candidate pool, but the firm will not release the candidate information until the finalist are identified due to confidentiality issues.
- Carrie and co-committee chair, Jay Miller, will be planning to host an A&S college wide meeting in a couple of weeks with an update on the search status. She stated the candidate pool has some very strong internal and external candidates, and is shaping up to be robust, competitive, and wholistically diverse.
- Carrie stated that she has a list of groups within the college that she would like the candidates to meet with including - chairs, program directors, associate deans, undergraduate and graduate students, other university deans, and president counsel representatives. Sarah suggested to include more senior faculty. Betty Lorch, who also serves on the dean search committee, stated that there will be an open forum opportunity with the finalists so that everyone can participate.
- Carrie stated that the committee would like to see a three-day onsite interview for each candidate. There will likely be two to four finalists scheduled for on-campus interviews. On-campus interviews will likely begin in April.

Upcoming Dates

- A&S Provost Meeting – Wednesday, March 9 at 4:00-5:00 p.m., Gatton Student Center, Worsham Cinema

Meeting adjourned at 10:45 a.m.

Submitted by:

Teresa Smith
Executive Assistant
Office of the Dean
College of Arts and Sciences