

**Dietrich School of Arts and Sciences Council
Meeting**

Wednesday, January 17th, 2024

3:30 – 4:30 pm

910 CL Conference Room

Council Members present: Dean Adam Leibovich (Chair), Associate Dean for Faculty Affairs Todd Reeser (Vice Chair); Elected Members: Jon Johnson, Jennifer Waldron, Brian Stewart, Robin Brooks, Drew Armstrong, Laura Lovett, Marta Ortega-Llebaria, Russell Clark, and Kathleen Manukyan; Divisional Chair Representatives: Cynthia Croot and Steve Meriney; Student Government Board Representatives: Aleksander Bearden; Graduate Student Representatives: Grace Naa Korkoi Amoah

Council Members not present: Elected Members: Andrew Zentner, Tymofiy Mylovanov, Liann Tsoukas; Divisional Chair Representative: Felix Germain; Student Government Board Representatives: Godspower Ubit; Graduate Student Representatives: Michelle Jaena Lerma

Dean's Office Personnel present: Associate Dean for Undergraduate Studies and CGS Adriana Helbig, Associate Dean for Research and Faculty Recruitment Hannah Johnson, Associate Dean for Equity, Faculty Development, and Community Engagement Natasha Tokowicz, Director of Executive Operations Lisa Lang, Administrative Coordinator Emma Wallace-Potts, and Associate Dean for Graduate Studies Jonathan Woon

Dean's Office Personnel not present: Executive Director of Administration Jessica Hatherill and

Senior Director for Undergraduate Studies and the College of General Studies Derek Fischer

Minutes

Dean Leibovich welcomed the Council members and thanked them for attending.

1. Dean's Report (Dean Adam Leibovich)

Dean Leibovich reviewed the Dean's Report distributed before the meeting. He asked for any additional feedback from Council members. No additional items were provided.

January 11, 2024 - Undergraduate Council Meeting

- Dietrich School undergraduates among Gilman International Scholarship winners who will receive up to \$5000 in Federal Pell Grants for study abroad opportunities
 - Stephany Andrade (Applied Developmental Psychology) - Italy
 - Kayla Brockington (Anthropology and Film and Media Studies) – United Kingdom
 - Toni Jackson (Public and Professional Writing) – Brazil
 - Kofi Kankam (Africana Studies and Linguistics) – Ghana
 - Mya Kwiatkowski (Linguistics) – South Korea
 - Kellen Weidman (Linguistics and Japanese) – Japan
 - Nevaeh Williams (German) – Germany
- Associate Professor Gurudev Dutt's physics research received more than \$30 million in funding from four major foundations:
 - The Gordon and Betty Moore Foundation

- The Simons Foundation
- The Alfred P. Sloan Foundation
- The John Templeton Foundation
- These foundations pledged support for up to five years of exploration and innovation aimed at expanding the frontiers of fundamental physics.

2. Report from Dietrich School Undergraduate Council (Associate Dean Adriana Helbig)

Associate Dean Helbig presented the report. Council voted to accept the report unanimously.

Individual courses to fulfill new General Education Requirements

- KOREAN 1082 Korean Literature
 - Literature
 - Geographic Region
 - Cross-Culture Awareness
- SPAN 1280 Overview of Latin American Literature
 - Literature
 - Cross-Cultural Awareness
- SPAN 1433 Women's Narratives in Latin America
 - Diversity
 - Literature

Major/Minor/Certificate

- Anthropology, BA
 - DELETE ANTH 1552 A History of Anthropological Thought as a requirement.
 - CHANGE requirement of Students must complete a minimum of five elective courses in Anthropology. At least three of the elective courses must be at the 1000- level. TO Students must complete a minimum of six elective

courses in Anthropology. At least four of the elective courses must be at the 1000-level.

- Certificate in Applied Data Analytics
 - Create a certificate for students to enhance their major with additional data analytics training relying on existing courses in the Dietrich School

3. Report from College of General Studies Council (Associate Dean Adriana Helbig)

Associate Dean Helbig reported that the College of General Studies Council has not met yet this academic year. The first meeting will be held on Monday, January 29th, 2024.

4. Report from Dietrich School Graduate Council (Dean Adam Leibovich on behalf of Associate Dean Jonathan Woon)

Associate Dean Woon presented the report. Council voted to accept the report unanimously.

DS Graduate Council

January 8, 2024 Meeting

Associate Dean's Updates

Associate Dean Woon shared the news that an Embedded Clinician has been hired by UCC to work with Dietrich School graduate students, announced that the next event in the creativity series with C4C will be Improv in the Understory, and that more information about 3MT/Grad Expo will be coming soon.

Assistant Dean's Updates

No updates

History and Philosophy of Science TA/TF Review

Subcommittee presented a positive report of TA/TF training provided in the Department of History and Philosophy of Science, characterizing training as ambitious and customized to meet specific needs. Council discussed suggestions for improvement including sequencing, topics covered, and availability of resources, and suggested additional information should be sought before finalizing the report.

Dietrich GAINS

Associate Dean Woon provided an update on the status of graduate gen AI initiatives. Based on input from the fall survey and a December brainstorming meeting, Graduate Studies is launching Dietrich GAINS (Graduate AI Innovation and Networking Series), which aims to foster AI familiarity and innovation in A&S graduate programs.

No formal program actions or votes were taken by Graduate Council.

5. Discuss agenda for Spring Full Faculty Meeting (March 18, 2024) (Dean Adam Leibovich)

The Spring Full Faculty Meeting will be held virtually on Tuesday, March 19 at 2:00 PM. Dean Leibovich requested potential agenda items from Council members.

Council members offered several suggestions. Student health insurance is a continuing concern. Dean Leibovich stated that student health insurance does not fall under DSAS. He agreed with concerns about the impact on students and

stated that he will mention this as part of overall updates at the beginning of the meeting.

Council would like to know more about AS promotion language and other initiatives. This could be a potential update item if there is new information available prior to distribution of the agenda in early March.

Dean Leibovich stated that he also plans to announce new funding opportunities and possibly discuss the creation of a new school-level Ombuds Office specifically for faculty and staff.

Council expressed concerns about the upcoming enrollment cliff, its potential impacts, and what DSAS plans in anticipation of this phenomenon. Dean Leibovich believes this will hit in 2025 and can provide an update at the meeting.

Lastly, Council would like to hear a summary of key themes and findings from listening tours. Dean Leibovich agreed and stated that a summary of the tours will be provided.

6. Acknowledging faculty work in DEI (Dean Adam Leibovich)

- Final University Recommendations for Community Engaged Scholarship in Promotion and Tenure
- Final University Recommendations for Diversity, Equity and Inclusion in Promotion and Tenure
- Provost Memo on CES and DEI

Dean Leibovich lead a discussion regarding recognizing DEI and community-engaged scholarship in promotion and tenure. He also stated that this recognition would be included in the annual review process within the next year or two.

Incorporating DEI work and community-engaged scholarship requires an internal discussion, presentation to faculty for consideration and approval, and may take up to a year to change language in promotion and tenure guidelines due to levels of shared governance. Council welcomed the acknowledgment of the faculty's work in these areas, even with the unknown implications of these potential changes.

Concerns included how departments might view these changes, what we need to consider when sharing this information with external reviewers, and other considerations for impact on tenure and promotion. Faculty are not under obligation to complete DEI as a requirement of their promotion package, but they would receive credit and acknowledgement for their contributions to these areas.

Council suggested peer review of CES/DEI activities and extending the pool of peers to include community activists and organizations. In one example, this might include going through NCPC to assess DEI activity and engagement.

Further discussion regarding language of CES/DEI initiatives continued specifically about the discrepancies between the two documents. Language discrepancies likely stem from the separate groups who drafted these documents, as CES/DEI are not intended to be contractual obligations for all tenure and promotion cases.

Council members will receive invitations to attend a community engagement slam in late March which will showcase CES applications in the school. The event aims to encourage networking and best practices, facilitate work, and make it more robust.

Questions were raised about the term “credit” and the application of DEI and CE scholarship to promotion and tenure cases. As the policies are written currently, a faculty member must meet all requirements for promotion and tenure with DEI and CE scholarship being viewed as extra work rather than part of the promotion dossier. Even with shifting perspectives and a holistic lens, BIPOC faculty could view this as a double-edged sword regarding white faculty who might accuse their peers of being the “diversity” promotion.

Dean Leibovich stated that DEI would be part of the holistic promotion process, serving as part of research, teaching, or service and should be considered as one of the elements that make up a packet presented to the promotion committee. This new language allows DEI work to count toward tenure and promotion and will hopefully motivate faculty in certain fields to engage with DEI work. Setting a new standard will hopefully encourage faculty to incorporate DEI into their work and routine discussion.

Council discussed the definition of community, which should be better defined. Dean Leibovich recommended visiting the Vice Chancellor for Community Engagement's website for an exact definition of community engagement.

Council noted that annual letters, reviews, etc. should align with “8. Importance to set transparent expectations...”. Dean Leibovich proposed a discussion about annual reviews once new language for tenure and promotion guidelines has been established and approved.

Dean Leibovich has not discussed this initiative with other Deans across campus but said he plans to have those conversations soon.

Dean Leibovich requested volunteers to form a subcommittee to work on CES/DEI language. Todd Reeser, Hannah Johnson, Natasha Tokowicz, Laura Lovett, Brian Stewart, and Aleksander Beardsen agreed to serve and will meet in the next few weeks to begin drafting new language. The full faculty will need to review and vote on any proposed changes which could possibly occur at the fall 2024 full faculty meeting.

7. **Other Business**

Dean Leibovich invited Council members to raise other topics for discussion. With no other business presented, Dean Leibovich adjourned the meeting at 4:30 pm.