

Arts and Sciences Department Chairs

Meeting of November 14, 2017

1:00 - 2:00 pm, 555 Lerner Hall

Minutes:

David Madigan, Executive Vice President and Dean of the Faculty, welcomed everyone to the meeting.

Carlos Alonso, dean of the Graduate School of Arts and Sciences, reminded department chairs of

- MAO Passthrough
 - There is the gradual disappearance of the requirement that an MAO program enroll a certain number of FTEs before it begins to derive any profit from its MAO operation, also known as “passthrough targets.” This change is now being phased in. The Executive Committee made a proposal which was amended after receiving feedback from PPC. The full policy can be found [here](#).
- Dissertation Defense Outcomes
 - A new set of dissertation defense outcomes were put in place as of January 1, 2017. The goal of the new categories is to give faculty additional options and to allow more time for revisions. Details can be found [here](#).

David Madigan provided the following updates:

- Academic Freedom
 - The Senate is discussing a new statement of the Faculty Affairs Committee regarding academic freedom. The report can be found [here](#).
- A&S Faculty Meeting
 - At the next Arts and Sciences faculty meeting on November 15, 2017, the Provost Office will be making a presentation about faculty housing.
- Tax Legislation
 - New tax legislation being considered by Congress can affect higher education. The central university is closely attentive to this.
- Dean of School of General Studies
 - Lisa Rosen-Metsch was appointed as the next dean of the School of General Studies. Rosen-Metsch, currently the Stephen Smith Professor and Chair of the Department of Sociomedical Sciences at the Mailman School of Public Health, will begin her term on January 1, 2018. Rosen-Metsch succeeds Dean Peter Awn, under whose leadership the School has fully embraced its founding mission to educate veterans. The announcement can be accessed [here](#).
- PPC Natural Sciences Equity Report
 - There is commitment to faculty governance in Arts and Sciences, as the Executive Committee, Policy and Planning Committee and the Educational Policy and Planning Committee have been working closely together, in addition to other faculty governing

bodies. There are continuing efforts to build faculty diversity and foster an environment of inclusion. Last year, the Policy and Planning Committee began to look at equity by division. At this point, the Natural Science Equity Committee is working to finalize their report, which includes some troubling findings. The Humanities and Social Sciences Equity Committees will report their findings in the months to come.

Maya Tolstoy, chair of the Natural Sciences Equity Committee (NSEC), discussed the key findings and recommendations of the committee's report:

- Natural Sciences Equity Committee
 - The impetus for the NSEC study came out of the Senate's Commission for the Status on Women that recommended that the Arts and Sciences faculty should engage in an MIT style study. The Commission's report can be found [here](#). The MIT study can be found [here](#).
 - The NSEC looked at salaries, workload, department leadership, search committees, and climate, among other data; in addition, it conducted a confidential and anonymous survey and invited all women and under-represented men for in-person interviews.
 - The support of David Madigan and his office have been critical to the committee's work.
 - The recommendations are now in progress, some of which will need to wait until the humanities and social sciences divisions conclude their studies. The report and recommendations will be discussed in detail at an upcoming faculty meeting.

Dennis Mitchell, Vice Provost for Faculty Diversity and Inclusion, provided an overview of his office's current efforts:

- University Commits Another \$100 million to Faculty Diversity
 - Columbia University will expand its ongoing commitment to diversity in its faculty, dedicating another \$100 million over the next five years—in addition to \$85 million since 2005—to support recruitment and career development for professors, doctoral and post-doctoral students who traditionally have been underrepresented in higher education. Particular attention will be paid to dual-career challenges, mid-career faculty, and ways to encourage and facilitate mentoring. The announcement can be found [here](#). Additional information about the office and its programs can be found [here](#).

Respectfully submitted,

Rose Razaghian