

## Arts and Sciences Department Chairs

Meeting of May 1, 2018

12:00 - 1:00 pm, 555 Lerner Hall

### Minutes:

David Madigan, Executive Vice President and Dean of the Faculty, welcomed everyone to the meeting and provided the following remarks and updates:

- Appreciation for Service
  - Madigan expressed gratitude to the many faculty who have served on Arts and Sciences committees and those faculty who have chaired A&S committees including Maya Tolstoy (PPC), Michele Moody-Adams (EPPC), Nicholas Dames (PTC), Ellie Hisama (ARC) and Joshua Whitford (ARC), as well as to the department chairs and divisional deans.
- Instructional Budget Statement (IBS)
  - The request for IBS statements has been made which are due May 18.
- Diversity
  - There have been marked improvements in diversity among applicants and interviewees for faculty positions, as well as among faculty writ large. Vigilance and focus are needed to continue this progress.
  - A Working Group on the Arts and Sciences Diversity Strategic Plan has been created, chaired by Allison Busch, and charged with developing the next diversity strategic plan, as required by the Provost's Office.
- Proposed Department for African American and African Diaspora Studies
  - The faculty voted to approve the proposal creating the Department of African American and African Diaspora Studies, 458 yes and 45 no votes, with 58% turnout. The proposal will next be presented to the Provost and Senate, and eventually the Trustees.
- Chair compensation
  - PPC took up the question of chair compensation. The compensation for chairs is now finalized and can be accessed [here](#). The work on the compensation plan for Directors of Undergraduate and Directors of Graduate Studies will continue in the fall.

Maya Tolstoy, chair of PPC, provided the following remarks and updates for PPC:

- PPC and Subcommittees
  - Tolstoy expressed appreciation to the faculty who served on PPC, chaired and served on its many subcommittees.
- Review of the Year's Agenda
  - The three equity committees, the natural sciences (chaired by Maya Tolstoy), social sciences (chaired by Pablo Piccato), and humanities (chaired by Ellie Hisama), have concluded their reports and presented their results at chairs and faculty meetings. Recommendations are now being developed and will be presented at the next faculty meeting on Wednesday, May 9, noon. *(Note: Additional details are provided below.)*

- The proposal to create the new Department of African American and African Diaspora Studies was approved; it was also the inaugural faculty vote implementing the voting procedures developed by PPC.
- The Lecturer Committee (chaired by Nicole Wallach and Andrew Nathan) has presented its report to PPC. The report will be presented to the chairs at a fall meeting.
- Officer compensation (chaired by Maria Uriarte), based on PPC recommendations, is now finalized for department chairs; in the fall, PPC will continue its deliberations on compensation for Directors of Undergraduate and Directors of Graduate Studies.
- The Bylaws Subcommittee (chaired by Alessandra Casella) has made significant progress and will continue its work next year.
- The Child Care and Family Policies Subcommittee (chaired by Eleanor Johnson) has begun to meet and will continue its work next year.
- Equity Committees: Recommendations
  - Based on the three equity reports, PPC is proposing a set of recommendations around the following areas:
    - Leadership
    - Faculty Diversity
    - Education on Climate, Inclusion, Diversity and Equity
    - Policy, Process and Transparency
    - Salary
    - Harassment, Discrimination and Bullying
    - Workload
    - Work/Life
    - Continued Vigilance
  - The recommendations will continue to be shaped and refined with feedback from faculty. They will be presented at the next faculty meeting on May 9, 12 pm.

Everyone expressed their gratitude for David Madigan's exceptional service and leadership.

Respectfully submitted,  
Rose Razaghian