

Arts and Sciences Department Chairs

Meeting of October 15, 2018

12:00 - 1:00 pm, Trustees Room

Minutes:

Maya Tolstoy, interim Executive Vice President and Dean of the Faculty, welcomed everyone to the meeting and provided the following remarks and updates:

- The budget remains a challenge in the foreseeable future.
- Post doctoral employees voted to unionize.
- The [Uris Vision Committee](#) has begun meeting and regular updates will be provided to the department chairs as the committee makes progress.
- The trustees voted to move the creation of the new Department of African American and African Diaspora Studies to their December meeting. The new department may be created as early as January 1, 2019.
- The Trustee's Committee on Academic Affairs was updated on the work of the Arts and Sciences Equity Report.

Maria Uriarte, PPC Chair, provided an update on the work of PPC this year:

- There is a proposal to amend the A&S Stated Rules to incorporate the new voting guidelines.
- PPC is reviewing the implementation of the recommendations of the Lecturer Report.
- The work of the By-laws Subcommittee continues and updates will be provided to department chairs and the faculty soon.
- The work of the Childcare and Family Subcommittee is ongoing.
- PPC is developing a plan for DUS and DGS compensation.
- There will be recommendations on how named chairs are assigned to faculty.
- PPC is undertaking a study of departmental administrative support.
- The work of the Equity Committees is culminating in the release of the full report to faculty followed by its publication on October 18.

Maya Tolstoy provided an overview of the key actions underway in response to the findings of the Equity Report in the following areas:

- Faculty Diversity
- Education on Climate, Inclusion, Diversity and Equity
- Harassment, Discrimination and Bullying
- Policy, Process and Transparency
- Salary
- Workload
- Work/Life
- Continued Vigilance
- The newly created [Committee on Equity and Diversity](#) will be centrally involved in the implementation of the recommendations.

The discussion of funding for advanced graduate students will take place at the next chairs meeting.

Respectfully submitted,
Rose Razaghian