

Minutes from University Faculty Meeting

September 20, 2007

4:15PM, Great Hall, S. W. Bowne

Voting members Present: P. Gunter-Smith (presiding), D. Ahn, C. Boesel, S. Bonn, S. Bradshaw, L. Brenner, J. Caldwell, A. Candiotti, L. Connors, A. Carter, G. Cousins, P. Cucchi, M. Davis, P. Dolan, D. Fewell, J. Gold, J. Golden, R. Greenwald, J. Heise, D. Hess, R. Hinrichs, S. Jamieson, C. Killian, D. LaPenta, E. Lawler, H. Lee, K. Madden, T. Magnell, M. Masse, P. McGuinn, C. McKittrick, H. Morsink, J. Mucchogrosso, P. Mundo, K. Ngwa, P. Phillips, A. Pressley, J. Reader, W. Rogers, E. Rubinstein, C. Ryan, M. Safri, A. Salzman, P. Samuels, A. Scrimgeour, M. Skaggs, A. Son, L. Sprout, L. Swerdlow, C. Taylor, R. Timmons, L. Van Blerkom, C. Van Wyk, J. Vosmik, R. Weisbuch, L. Westfield, T. Windfelder, T. Yanique.
Guests: H. Buxbaum, K. Hill-McNamara, D. Raikes-Colbert, R. Ross, D. Williams,

CALL TO ORDER

The meeting was called to order at 4:21 by Provost Gunter-Smith.

WELCOME AND ANNOUNCEMENTS

Provost Gunter-Smith welcomed the faculty, thanked the University Faculty Agenda Committee, and announced that while this meeting is intended to be a celebration of the re-established University Faculty, future meetings will be designed to provide a venue for discussion of issues of concern to the faculty of all three schools and the library.

President Weisbuch expressed his pleasure that there is a venue for all faculties to talk because faculty benefit from collaboration. He expressed his hope that the University Faculty will provide a venue for conversation and a space in which the faculty can work through disagreement with good will. He reminded the faculty of his State of the University Address at 4:15 on Sept 27, and the Open Senate meeting the following week. The latter will provide a space for the Drew community to discuss the Presidential address.

INTRODUCTIONS: ADMINISTRATION

Provost Gunter-Smith introduced new members of the administration and invited each to address the faculty. She said that there is not time for questions at this meeting, but encouraged faculty to ask questions directly.

Howard Buxbaum (VP of Finance and Business Affairs) informed the faculty that as he lives in Morristown, he already has familiarity with Drew and plans to enmesh himself in the life of the campus. He is looking forward to working with faculty. His goal is to attract resources, but he hopes to develop a budget process that will be transparent and will continue to solicit input from the community. He also emphasized long range planning and the need to reduce the discount level while building quality and diversity. He has begun working on administrative technology and with the Caspersen School on housing issues.

Ron Ross (Dean of Continuing Education) expressed pleasure at the invitation to address the full faculty now that he has moved into his new position after 38 years at Drew. He is excited about the possibilities of "Drew for Life," which will provide new connections with alumni through the Alumni College and extend Career Services to them. These connections will provide networking opportunities to current students seeking internships and career advice and assistance. He hopes to offer grants to fund students doing unpaid internships. He also announced that this year we have thirteen CUE students. He plans to build certificate programs in the greater Madison area and connect with MAT program. He is looking for more ideas. Please contribute (his phone is x3210).

Deborah Raikes-Colbert (Director of Human Resources) said she has met individually with faculty and employees and has heard three areas of concerns, which she has begun to address. The first is salaries and benefits; she is working with the Compensation Monitoring Committee and will bring in an outside consulting firm in the next several months. The second area of concern is communication; she will produce a newsletter (please let her know if there are areas we would like her to cover) and attend staff meetings and Deans' meetings. The third area is in training and information sharing about employment; she will develop a program for employees, new faculty, and new chairs to help them understand their roles and the resources available. She will also work with the finance office on existing and new compliance issues. Please let her know their concerns, questions, issues, etc.

Donna Frithsen (Vice President for Development and Alumni/ae Affairs) was unable to attend because she is on the road raising money. She will be introduced at the next meeting.

INTRODUCTIONS: FACULTY

Provost Gunter-Smith introduced new members of the faculty:

Leslie Sprout (Music, CLA) works in music history and literature and researches French composers during World War Two, and is a cellist and pianist.

Hoy Dung Lee (Comparative Theology, Theological School) works on Christian theology and Western Philosophy and Taoism and New-Confucianism. Recent work explored the connections between interfaith dialog and postcolonial studies.

Ryan Hindrichs (Chemistry, CLA) works in molecular beam spectroscopy and environmental chemistry. Recent work has explored atmospherically relevant heterogeneous reactions between gaseous pollutants and mineral surfaces.

Daniel Lawson (Economics, CLA) works in labor econometrics and moved from non-tenure to a tenure-track position. His work is in theoretical and empirical economics with an emphasis on race and sex discrimination in labor markets.

Maliha Safri (Economics, CLA) works in political economy with an emphasis on the economics and political economy of immigration and migration. Recent work explored democracy in the global economy, and transition and development in India.

Patrick Philips (English, Creative Writing Program) is a poet whose other specialties include Renaissance literature and translation (from Danish, Swedish, and Norwegian).

Kenneth Ngwa (Hebrew Bible, Theological School) works on Old Testament theology, Hebrew Bible exegesis and cultural hermeneutics, Israelite wisdom literature, African religions and proverbs.

Christine Kinealy (Irish History, Caspersen School) works in modern Irish history and moved from visiting professor to a tenure-track position.

Graham Cousens (Psychology, CLA) works in Biological Psychology. Recent work explores the contributions of the nucleus accumbens and closely associated brain regions to basic processes of incentive learning and motivation. He is also interested in science-related public policy issues.

Lisa Brenner (Theatre, CLA) is a director, producer, and playwright. She also works on the racial role-play of Blacks and Jews in American Performance.

Tiffany Yanique (English, Creative Writing Program) is a fiction writer whose other specialties include Caribbean literature and writers and women's studies.

Scott Bonn (Sociology, CLA) works on criminology, with an emphasis on elite deviance and state crime and the effects of media and political rhetoric on public attitudes. He also has degrees in criminal justice administration and journalism. Recent work explores presidential rhetoric and its influence on public opinion leading up to the war in Iraq.

The introductions were greeted with applause for our new colleagues.

REPORTS

Caspersen School of Graduate Studies, Dean Lawler, Acting Dean of the Caspersen School

One year ago, the President suspended admission to PhD programs in History and English pending a self study. The Caspersen School Policy and Planning Committee developed procedures that were approved by the Caspersen faculty and followed as outlined here. Both areas completed self studies, which were sent to external reviewers prior to the visit to the campus. Final reports from reviewers were received in May, and areas were asked to consider the reports and write a response, which they did. Recommendations were then forwarded to P&P, which approved them and sent them to the Caspersen School Faculty and the Provost's Review Committee. The Provost will submit her recommendation to the Academic Affairs Committee of the Board of Trustees and then to the full Board.

ADDITIONAL INTRODUCTION:

Dean Lawler introduced Dr. Linda Swerdlow and invited her to say a few words:

Linda Swerdlow (Director of the Caspersen School M.A.T. Program) reported that the first M.A.T. cohort of 20-25 students will arrive in Summer 2008. The M.A.T. program will be focused on content with a global perspective so

that new teachers can help their students live in the twenty-first century. She explained that “this is an education department, in which pedagogy will be emphasized,” so the emphasis will be on curriculum by design. The state has give provisional approval, which should become final in Spring, allowing students to earn teaching certification in mathematics, chemistry, biology, English, history, and Spanish. There will be a conference on child labor and trafficking in spring 2008.

ANNOUNCEMENTS

Budget Process, Pamela Gunter-Smith

An announcement will go out to the community shortly about this year’s budget. The four committee structure of last year has been streamlined. This year there will be one committee that will work much as the old Expenditure and Allocation Committee did in the past. Once the budget is presented there will be a public meeting hosted by the Senate.

Institutional Research Board, Jonathan Reader (chair).

Drew’s new IRB process received approval from Federal Government in April, so Drew faculty can now have human subject research approved on campus rather than having to work with other off-campus organizations. The policy is available from the Dean’ of each school, but the Provost’s website will shortly be updated so that information about Drew’s IRB process is readily available. Faculty seeking to gather any information that is not in the public domain must receive approved by the committee prior to the beginning of research. The committee is chaired by Jonathan Reader; current members are Janet Davis, Wyatt Evans, Art Pressley, the Rev. Rob Shauf, and Provost Gunter-Smith. To request IRB review, submit two copies of the proposal and completed form to Kathy Sutherland. Most reviews will be expedited reviews, conducted by Jonathan alone or with and one more board member. The goal is to facilitate research not to impede it.

Sponsored Programs and Grants, Pamela Gunter-Smith

Grants for external funding will be easier to submit using the worksheet that Provost Gunter-Smith developed with Ken Alexo (the Director of Corporate Foundation & Government Relations). The worksheet is available from the Deans and the provost, and there will shortly be a link to this from the Provost’s website

National Faculty, Pamela Gunter-Smith

The National Faculty Policy is officially launched today. Erec Smith and the Provost have been working on it for a year, and yesterday the University Senate endorsed it. The details of the policy will soon be made public, but it is designed to allow departments to seek funding from the President to allow them to hire faculty who will contribute something special to the department and to Drew. Two National Faculty members have already been hired this year.

UNIVERSITY FACULTY COMMITTEE ON FACULTY AGENDA, 2007-2008

The Provost has asked the University Faculty Agenda Committee to charge the University Faculty Committee on Faculty to work on two issues this year:

First, to seek to standardize the language of promotion and tenure policies so that they are consistent with each other and with University Bylaws. The goal is to achieve consistency to the language around promotion and tenure while still allowing each school to achieve its distinct mission (the policies do not have to be identical; just consistent).

Second, to consider the process by which faculty are evaluated. She would like to develop processes beyond student evaluations of teaching and observations by colleagues.

These two reviews will ultimately lead to a review of the Faculty Personnel Policy and then revisions to the Faculty Handbook. Obviously this work will not be completed in one year, but the conversation will begin this year.

OTHER ANNOUNCEMENTS

Faculty were invited to attend the reception at the Library to mark the opening of the display of faculty scholarship.

The next University Faculty Meeting will be on Thursday, November 1, 2007. 4:15 (Location t.b.a.) Please send agenda items to the Agenda Committee, care of Sandra Jamieson (sjamieso@drew.edu).

ADJOURNMENT

The meeting was adjourned at 5:15