

COLLEGE COUNCIL MEETING MINUTES
FISHER COLLEGE OF SCIENCE AND MATHEMATICS
1:30 pm – 3:30 pm, December 9, 2022
Kistner Conference Room, SC 4230

The FCSM College Council met in the Science Complex, Room 4230 at 1:30 p.m. with Dr. Pamela Lottero-Perdue, Chairperson, presiding. An option to Zoom into the meeting was made available; 1 participant attended via Zoom.

Member Attendees: **Interim Dean:** Chris Salice; **Associate Dean:** Vonnie Shields; **Biological Sciences:** Elana Ehrlich (Recording Secretary), Anne Estes; **Chemistry:** Stephen Hancock, Nicole Carbonaro; **Computer and Information Sciences:** Jinie Pak, Yeong-Tae Song; **Mathematics:** Min Ji (Vice Chairperson), Jing Tian; **Physics, Astronomy, & Geosciences:** Michelle Casey, Raj Kolagani (Corresponding Secretary); **At Large:** Pamela Lottero-Perdue (PAGS; Chairperson); **Students:** Emily O’Donnell (ENVS, Graduate); Kelsey Evans (Chemistry; Undergraduate)
Mary Stapleton and Kristin Pinkowski were also in attendance.

Absent: Faith Weeks

1. Introductions
2. Approval of minutes from the November 11, 2022, FCSM Council meeting
 - a. 1 abstain, 1 absent, 12 approve.
3. Announcements and remarks from the Dean and Associate Dean
 - a. Interim Dean Chris Salice:
 - i. Exploring expanding cell phone service to non-Verizon carriers, waiting on number of land lines needed and determining mechanism of funding, provost is talking about developing attendance policies regarding student advising, retention and success.
 - ii. Summary from staff info sessions led/facilitated by Mary and Kristin – we should continue to give staff opportunities to provide input. Concerns were shared regarding workload increase, STRATUS, concerns about unprofessional behavior, moving forward about how to continue to provide input, staff is excited shared mission.
 - b. Associate dean Vonnie Shields:
 - i. Enrollment is on track for Spring and Fall 2023. Upcoming open houses: March 11 (graduate), March 31, April 1, April 14, April 15, and May 6 (undergraduate admitted student day).
 - ii. Suggestion to have graduate open houses in the science complex.
4. Announcements from the Council Chairperson:
 - a. Dean’s Search Update - Four candidates interviewed on November 29, November 30, December 1, and December 2, respectively. Excellent attendance at the forums by students, faculty, and staff from FCSM and beyond. The committee shared their thoughts about candidates' strengths and weaknesses with the provost; this did not involve ranking. The provost takes final steps in the selection process. We should hear the results in the upcoming weeks.

5. Announcements FCSM departments

a. Biological Sciences

- i. Ms. Kiosha Murphy was hired as the new Student Success Coordinator.
- ii. A PPE/Safety Proposal has been developed. No food/drink/water in any teaching lab or research lab space.
- iii. Standard PPE: closed-toed shoes and clothes that cover the legs required in all research and teaching lab spaces except 3124/3132 (EEC research space) and associated rooms, Collections rooms, some vivarium rooms, A&P teaching labs, EEC teaching labs without chemicals, Goggles/safety glasses and lab coat required in Micro teaching labs and other teaching labs as determined by activity, Research labs as determined by activity.
- iv. A request has been made for a laundry facility to clean lab coats.
- v. Searches are underway for two tenure track positions: Microbiology/virology and Plant Physiology/Plant Pathology.
- vi. Discussing creation of new awards committee comprised of three faculty and one staff.
- vii. Developing a lab attendance policy for classes. All classes within a course will use the same policy. Each course should determine the number of classes that can be missed and the consequences. Especially an issue in CURE courses where research projects are developing unique findings during a semester.
- viii. New SOPs are being completed for the vivarium. There will also be a process to request space coming in January.

b. Chemistry

- i. Chemistry is advancing the searches for:
 1. Lab Manager – interviews now - hoping to send an offer before break with start in January.
 2. Tutoring Coordinator – interviews now – hoping to send an offer before break with start in January.
 3. Tenure – track forensic position – Accepting applications until position is filled. Application review will begin December 10 with phone interviews commencing in January prior to campus visits in February.
 4. Tenure- track inorganic position – Application deadline is December 10. Similar timeline for interviews as forensic search.
- ii. The department of chemistry has been engaged in various discussions regarding student success and is creating a repository of resources for instructors that include quiz reflection exercises, tips for studying, and tips for success in various CHEM courses. We hope that these shared resources can stimulate further development of tools that explicitly empower students to be more successful in both introductory and upper-level courses.
- iii. The deadlines for this year's Chemistry endowed scholarships and fellowships are as follows:
 1. Raspet and Sweeting Summer Research Fellowships: February 3, 2023.
 2. Wingrove Scholarship: March 31, 2023.

- c. Computer and Information Sciences
 - i. Tenure-track position application review started.
 - ii. Some discussions on CORE 7 & 8 – ASTR 161 and ASTR 181 /Math 102 as a pre-requisite for COSC 175.
 - iii. Doctoral program Collaboration with University in France – will begin with one student.
 - d. Mathematics
 - i. The Department of Mathematics recommends Dr. Sandy Spitzer to be appointed as the next Chairperson.
 - e. Physics, Astronomy, and Geosciences
 - i. Geosciences TT faculty job ad is posted, applications are coming in, and search is on track to do interviews in early February.
 - ii. Astronomy TT faculty search is ongoing.
 - iii. Staff position searches are ongoing.
 - iv. Administrative assistant.
 - v. Machinist – reposted after receiving very small pool of candidates.
 - vi. Instrumental research support – Candidate selected after the interview declined the offer; the search is being re-opened.
 - vii. UEBL lab manager – approved.
6. Standing Agenda Items
- a. DEIJ actions, opportunities, issues, and concerns.
 - i. Task force – Final draft report for new dean will be ready by December 19.
 - ii. DAC – no updates.
 - b. Senate update/communications.
 - i. Provost:
 - 1. Two Dean searches are underway: FCSM and College of Business and Economics.
 - 2. Will reevaluate TSEM about whether it still meets students’ needs; taskforce committee will be formed.
 - ii. SGA: Planning event to protest naming an auditorium in Van Bokkelen Hall after Dr. R. Vatz.
 - iii. Senate approved several annual reports from University Committees and approved two new proposed Ph.D. programs (Autism Studies and Business Analytics).
 - iv. The Senate approved the addition of a Dept chair to the UPTRM Committee. This person is an ex officio non-voting member.
7. Constitution and Bylaws Work.
- a. Chairperson Lottero-Perdue reminded council members to review and make edits and write comments on the Draft Mission and Responsibilities statements.
 - b. Chairperson Lottero-Perdue presented slides (PPT on SharePoint) that showed graphical representations of college council members and electorates from all colleges at TU. She suggested two possible paths forward:
 - i. We can make an incremental change to make the college council more inclusive, or
 - ii. We can make a paradigm shift and have three separate councils – 1. faculty, 2. staff and 3. Student – much like the university level (Academic Senate, TUSC, and SGA/GSA).

- c. Chairperson Lottero-Perdue provided a document that summarized feedback she received from the FCSM community via a Microsoft form survey regarding the future of the FCSM College Council membership and electorate.
 - i. Thirty-eight Faculty and Staff members (redundant entries and one empty entry removed) participated in the survey; ten were staff.
 - ii. Big takeaways:
 - 1. All staff and faculty want to include pre-tenure and tenured faculty.
 - 2. There is support for representation by clinical faculty (95%) and lecturers (92%); no difference between staff and faculty respondents.
 - a) Faculty 93% and 89%, respectively.
 - b) Staff 100 and 100%, respectively.
 - 3. There is less support for part-time faculty (37%).
 - a) Faculty 39%.
 - b) Staff 30%.
 - 4. Most, but not all, respondents supported the inclusion of undergraduate (74%) and graduate students (74%).
 - a) Faculty 71% and 71%, respectively.
 - b) Staff 80% and 80%, respectively.
 - 5. Most, but not all, respondents supported the inclusion of college level faculty, including center directors (81%) and department-level staff (71%).
 - a) Faculty 75% and 61%, respectively.
 - b) Staff 100% and 100%, respectively.
 - iii. Qualitative responses were included verbatim and provided to council members (in SharePoint).
- d. The council was divided into three groups to provide feedback about the future of the FCSM council membership and electorate based on the slide presentation and the information provided from the Microsoft form survey. Each group submitted feedback on a PowerPoint document. Those slides are on the council's SharePoint site. The following is a summary (by Chairperson Lottero-Perdue) of the ideas on those slides:
 - i. Input about incremental (current model of council with expanded membership) versus paradigm shift (academic council + staff council + student councils/groups).
 - 1. Overall, there was more support for the incremental change model, but still some points raised noting possible benefits of paradigm shift model.
 - 2. Points in favor of incremental change (or against paradigm shift):
 - a) Includes staff voice on the council.
 - b) Could be as starting point for a later paradigm shift if that is desired in the future.
 - c) Could still include the growth of constituency of staff so that staff on the council would be representative.
 - d) Against paradigm shift:
 - i. Lack of bandwidth for large change associated with paradigm shift.
 - ii. Total number meetings for dean's office members and others will likely increase with this model.

- iii. Concern about workload and recruitment of staff and students to participate in council(s).
 - iv. Concern with how to communicate across groups.
 - v. The equity goal of the paradigm model is undercut if the priorities raised by staff and students have to be brought to faculty bodies to actually enact policy changes to address those issues. [Assumes that the academic council would be “the” governing body.]
 - vi. Some of the issues raised by staff or student councils are problems of faculty behavior or faculty policies. How will potential issues related to faculty by other councils be handled in the paradigm model?
3. Points in favor of paradigm shift (or against incremental model):
- a) Some issues might be unique to staff or faculty.
 - b) Could give a stronger voice to each group.
 - c) Staff conversations may be more productive without presence of faculty - There is a culture of hierarchy that might prohibit the honest and candid contributions of staff and students in the presence of all these faculty. But if there is an effective constituency for the staff, they could get to know each other better, come up with priorities, and then better be equipped to elect an assertive and comfortable speaking out member of their group.
 - d) If we are heading in this direction anyway, why revise the constitution now and then again in a couple of years.
- ii. Input about Membership of FCSM College Council from the notes generated by each group: There was somewhat less discussion on this topic given that the incremental/paradigm shift discussion took time. However, the following points were raised on the PowerPoint slides.
- 1. Group 1:
 - a) Combine staff council to college council.
 - b) Include one or two lecturers.
 - 2. Group 2:
 - a) We 100% want more voices represented but want to make sure those voices feel comfortable contributing.
 - b) [paraphrased] In response to faculty worried about faculty voice being diluted. We are a largely advisory (to the Dean) body. There is a culture of hierarchy that faculty feel and enforced that needs to be addressed regardless of the model that is chosen (incremental or paradigm). - this is from the faculty in the group, not the staff or students.
 - 3. Group 3:
 - a) Add staff – what % representation? What about the different kinds of staff.
 - b) Lecturers – can come from departments or an at large position from across the college.
- iii. Input about Electorate of the FCSM College Council: This was not addressed as extensively due to the focus on membership and time constraints.

8. Ongoing Issues:
 - a. Brief update: FCSM Student Council Ad hoc Committee – Emily O’Donnell (graduate representative on the council) said that we are planning to have having separate undergrad and grad meetings in the spring, deciding whether to bring two groups together, representatives from different programs. Deans office will provide food for meeting.
 - b. Brief update: FCSM DEI Award language (in progress) - feedback gathered from Task force and DAC, will share language in February.
 - c. Team Teaching:
 - i. Elana Ehrlich gathered information from the departments about the occurrence of team teaching within departments and why we have done it. Typically, credit is split equally if work is split equally, sometimes team teaching occurs as a mechanism for mentoring, sometimes with CURES there have been times where each faculty gets full credit - depends on the situation.
 - ii. Dean Salice and Chairperson Lottero-Perdue will come up with a draft policy to be shared with the Leadership Council and the College Council for feedback. The goal is to have a policy in place that is satisfactory to both bodies for implementation after this year.
9. FCSM Faculty and Staff Awards: Additional arguments for/against self-nominations – still in discussion, hope to make decisions in the Spring.
 - a. FOR: You can self-nominate for USM Board of Regents' awards, so why not for staff awards.
 - b. AGAINST: What if you nominate yourself and don’t get the award, will that generate negative feelings? Equity perspective, those likely to self-nominate don’t equally represent the entire college – gender, race and ethnicity have an impact.
 - c. Other feedback – Winners should be chosen by a body other than the chairs council, maybe an ad hoc committee of the college council, people should ask a colleague to nominate them.
10. New Business
 - a. Reflections from Provost’s Town Hall (Nov 18, 2022)– Notes are available in SharePoint.
 - b. Items from the floor:
 - i. Can we include Bridges and Hill Lopes program directors in the college leadership council? What criteria determine who is on the college leadership council? [For Dean consideration, not College Council]
 - ii. For R2 we need 20 doctoral degrees. It would be wise to have additional programs towards this effort. Council member suggested that we consider a Ph.D. in applied science? Consider this as a cross college umbrella doctoral program.

11. Adjournment

Respectfully Submitted,

Elana Ehrlich

Recording Secretary