

**College of Arts and Sciences
MEETING OF THE ASSEMBLY
Tuesday, February 26, 2013
Oakland Center, Oakland Room**

Members present: Berven, D., Berven, K., Clason, Connery, Dulio, Eis, Estes, Graves, Grimm, Grossman, Lombard, Lombardo, Lorca, Meehan, Reger, Roth, Tardella, Turett, Wang, Wiggins, Wood

Members absent: Boyer, Bull, Dvir, Giberson, Hastings, Lau, Pfeiffer, Rosenthal

Ex-officio present: Jhashi, Stewart

I. Call to Order

Acting Dean Tamara Jhashi called the meeting to order at 3:30 p.m.

II. Approval of Minutes, Meeting of September 25, 2012

The minutes of the meeting of September 25, 2012, were approved with the following revision to Agenda Item 8 Information Item: The CAS Committee should read Committee on *Appointment and* Promotion. (Dulio, Meehan)

III. Approval of Minutes, Meeting of November 20, 2012

The minutes of the meeting of November 20, 2012, were approved. (Eis, Wiggins)

IV. College Reorganization Update

Acting Dean Jhashi said that at the end of the Fall 2012 semester, there was a call for a committee to look at the reorganization of the CAS. At that time, it had been decided that if there were not enough volunteers, the committee would not be formed. She said that this was the case. She also stated that now that there is an incoming provost and a new dean, it is not a good use of time to form this committee now.

V. WISE Report

Former Associate Dean Kathy Moore was present to provide a status report of the Women in Science and Engineering (WISE) project at OU and provided a handout to Assembly members (“WISE@OU: Status Report to CAS Assembly” handout posted to accompany these minutes). Ms. Moore updated the Assembly and introduced Leanne DeVreugd, who was hired last year as an a full-time administrative professional program assistant devoted to the project. Other members of the OU community who are directly involved include Julie Walters, Laila Guessous, Joi Cunningham and Brad Roth. In addition, Jo Reger serves as internal evaluator for the grant.

Ms. Moore stated that there is a website for WISE (<http://www.oakland.edu/advance>) that contains a summary of the initiatives associated with the four-year grant. WISE is an NSF priority, faculty-focused and human resources based. The first priority as they got organized was to try to figure out what could be

done that would best enhance the lives of women faculty in the sciences, technology, engineering and mathematics (STEM). Focus groups were held during the summer of 2012, and now they are studying the results. In addition, Ms. DeVreugd has been looking at promotion records to see what can be done to make improvements in that area. She pointed out that anticipated initiatives for subsequent years are on the website, and completed and in-progress initiatives (climate survey, lab equipment survey, workshops and events) are updated on the website. The website includes useful information for faculty members going through the tenure process, and videos are included on the webpage for the tenure workshops.

Ms. Moore's status report included updates on the hiring and tenure processes, process for promotion to full professor, career growth, department environment, work/life balance, and mentoring. Ms. Wiggins observed that teaching and service demands are heavy and many faculty members in her department do not have time to go up for full professor. Ms. Moore said that there is a disconnect between how service is valued and how it is parsed out, and that this is one of the issues that has to be examined. Regarding career growth, Ms. Moore stated that for STEM faculty, it is related to grant/research success.

Ms. Reger said that there are difficulties with work/family balance, an issue that she said is not just confined to STEM, but rather, there are issues that have an impact on everyone. Ms. Walters clarified that since NSF funded this as a STEM grant, they have to focus on STEM. Also, she said that because it is a grant, there is a time limit aspect, and so they are not looking at the Humanities and Social Sciences—although she acknowledged that there are interesting results and overlap in terms of climate quality with the rest of the university.

Ms. Moore reported that regarding grant workshops, Mr. Roth visited new faculty members and gave them tips on opportunities through the research office and internal grants, and it is hoped that this will help. Ms. Moore also said that they are hoping to have a seminar series with help on mentoring young faculty. She recommended that CAS faculty members should look on the website to see if there is an award that matches up with a colleague's accomplishments, and then nominate deserving colleagues for recognition.

Ms. Moore observed that the department environment survey clearly indicated a gender gap. Whether or not women are appreciated, valued or listened to enough is a matter tying in with the issues of service, teaching and work load. She said that competent people may get dumped on when it comes to service, because if they don't do the service, who will? Ms. Moore said she believes that service is an issue that deserves a dialogue across the CAS.

Regarding work/life balance, Ms. Moore pointed out that when women have children, balancing families with work can be difficult, but that Academic Human Resources has information that is a big help. She noted that child care is an issue.

Ms. Moore indicated that one overall thing that everyone wants is mentoring, and there will be a focus on this next week at the national meeting. She said they want a culture of people who are able to move forward in their careers.

Mr. Lorca asked if there was a way to make this more relevant to the humanities. Ms. Moore said there is a lot of data, and faculty members can look at the website and data from the survey. Also, there are AAUP tenure workshops that are not just for STEM faculty members. Mr. Roth stressed that the tenure workshop videos are available online (<http://www.oakland.edu/advance/events>) and all faculty members will find them useful. Ms. Moore added that they are thinking about having a workshop for STEM faculty on writing applications for the University Research Committee Faculty Research Fellowship Awards—statistics on grant application success indicate that STEM women are successful 40% of the time, whereas STEM men are successful 60% of the time. Mr. Clason stated that the Research

Committee has 10 members, but half of them are not tenured, which can be a problem, and that people do not volunteer for the committee, but then they complain about it. Ms. Moore pointed out that this committee used to be hard to get on because there were more volunteers than they needed. Ms. Jhashi said that the Senate committee staffing is tricky—the request goes out and people are needed. Mr. Stewart added that the same is true for the CAS committees. Ms. Wiggins stated that with everything else, there is not time to volunteer for these committees, but there is a subtle pressure to have served on the CAS and university committees. Mr. Meehan said that this is related to demographics in the departments, but also there is apathy among the senior faculty members. He noted that it always seems to be the same people who volunteer. He expressed concern that there is a message that trickles down to junior faculty if senior faculty members are not interested in self-governance, and more ‘carrots’ are needed. Ms. Walters said that it will be interesting to see how merit was awarded.

VI. Open Discussion/Roundtable on CAS Issues

Acting Dean Jhashi said that her job is to advocate for the CAS, and she needs to see more people coming to her office in order to know what the concerns are in the CAS. She said that the dean’s search committee will meet to do a first pass through on the applications. Moving Oakland University to a higher research level has been the biggest issue across the units, to a higher Carnegie classification, which is primarily concerned with the sciences. Regarding the new building proposed for the CAS (Oakland University Media, Arts, and Social Sciences Center), she said that the proposal went to the State for 2013 outlay, and they could call it up as early as this fall.

Mr. Dulio was interested to find out what were the targeted priorities that went forward in the proposal to increase research. Mr. Meehan stated that it seems to be exclusively STEM with the first foray to the Carnegie classification, but it should include everyone. Mr. Meehan pointed out that most Assembly members at the table were non-STEM, but rather, humanities and social sciences. He said there are achievements that should be put forward. Ms. Jhashi said that she is concerned about the CAS, and that the infrastructure and support staff are crumbling. Mr. Meehan expressed the hope that the new provost will know the important role of the CAS, a point that was hammered home in the provost candidate interviews. Mr. Dulio said that every person on the Provost Search committee, including those outside the CAS, is concerned that the CAS be well-represented. Mr. Meehan said that it is important to speak up and let everyone know what is being done in the CAS. Ms. Jhashi agreed that visibility is essential in the CAS, and she is working with the development office on this. Mr. Roth stated that the train is leaving the station regarding moving up in the Carnegie classifications, and all departments—including non-STEM departments—need to examine the Carnegie criteria and determine how to get on board that train.

VII. Good and Welfare

Ms. Reger announced that the Women and Gender Studies Program will show the film “Bully” at its annual film festival on March 16 from 12 – 4 p.m. Besides viewing the film, the audience will also be able to participate in an active discussion with a panel of experts who will share information and insights on the gender and sexuality dimensions of bullying.

VIII. Adjournment

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Dikka Berven (secretary)