

The College of Liberal Arts and Sciences
Faculty Assembly

DRAFT
Minutes
November 20, 2019

Present: Lori Adams, Robert Cook, Monica Correia, Stephen Cummings, Matt Dannenberg, Aniruddha Dutta, Mohammad Farajzadeh-Tehrani, Tori Forbes, Anahita Ghazvinizadeh, Joyee Ghosh, Jennifer Haylett, Ashley Jennings, Andrew Kitchen, Megan Knight, Mary Kosloski, Andrew Lewis, Anna Malkova, Claudio Margulis, Rachel McLaren, Elizabeth Menninga, Yannick Meurice, Luis Muñoz, Bruce Nottingham-Spencer, Catriona Parratt, Isaac Petersen, David Puderbaugh, Mary Ann Rasmussen, Richard Turner, Travis Vogan, David Weiss, David Wittenberg, Marc Wold, Xiaoyi Zhang

Absent (Excused): Alicia Ambler, Anthony Arnone, Art Borreca, Margaret Carrel, Andrew Casto, Steve Duck, Benjamin Hunnicutt, Anu Subramanian

Absent: Eloy Barragán, Octav Chipara, Emilie Destruel Johnson, Sabine Gölz, Will Jennings, Greg Landini, Glenn Storey, Maggy Tomova, Michelle Voss, Stephen Warren, Frank Weirich, Katherine Wolfe, Sang-Seok Yoon

Guests: Jennifer Bertrand, Meenakshi Gigi Durham, Jennifer Eimers, Adam Jaschen

1. The minutes from October 16, 2019, were approved.
2. Meenakshi Gigi Durham, Associate Dean for Outreach and Engagement, and CLAS Director of Diversity, presented to Faculty Assembly the [2018-2019 report from the CLAS Committee on Diversity](#). The main focus of the Committee on Diversity has been to continue to develop a collegiate strategic diversity plan that will incorporate core principles of equity, diversity and inclusion yet remain flexible for the varied needs of CLAS departments. Associate Dean Durham reviewed statistics related to hiring of faculty of color, and noted the College has an opportunity hire policy to assist with hiring faculty from underrepresented groups.
3. Meenakshi Gigi Durham, Associate Dean for Outreach and Engagement, and CLAS Director of Diversity, presented a proposal to amend Article XI of the CLAS *Manual of Policy and Procedure* to rename the CLAS Committee on Diversity to Committee on Diversity, Equity, and Inclusion, to reconfigure the committee and reduce the size from 13 voting members to 11, and add representation from the newly formed CLAS Staff Council. A motion was made and seconded to move the proposal forward to a vote of the full faculty. After discussion, the proposal was adopted with an amendment to retain five members selected by Faculty Assembly, with four members selected by the Dean's office and two from CLAS Staff Council.
4. Tori Forbes, Associate Professor, Department of Chemistry; and Jennifer Haylett, Lecturer, Department of Sociology and Criminology; members of the CLAS Strategic Planning Steering Committee; solicited feedback from Faculty Assembly representatives for a SWOT analysis, a compilation of collegiate Strengths, Weaknesses, Opportunities, and Threats. Initial feedback will be sent to the Dean on December 4, followed by listening sessions for faculty, staff, and students to provide input and perspective.

5. Rachel McLaren, Associate Professor, Department of Communication Studies, Chair of Faculty Assembly, presented a draft Faculty Assembly Statement on Diversity, Equity, and Inclusion to be sent to Dean Steve Goddard. A motion was made and seconded to approve the statement. After discussion, the statement was approved with an amendment to the final sentence.
6. The meeting was adjourned.

Respectfully submitted,

Lori Adams, Associate Professor of Instruction, Department of Biology, Secretary of the Faculty Assembly