



**Academic Affairs Advisory Committee  
Minutes**

Tuesday, February 8, 2022  
8:30am – 10:00am  
Hybrid, In person Ruthven, 1140; Zoom

Minutes Circulated: July 29, 2022  
Minutes Approved: September 29, 2022

**Present (in person):** Rachel Goldman (Chair), Provost Susan Collins, Christine Gerdes, Aubree Gordon, Rebekah Modrak, Bill Schultz, Maryjo Banasik, Elizabeth Devlin

**Present (virtual):** Tom Braun, Andrew Chang, Caitlin Finlayson (SACUA Liaison) Frank Pelosi, Bruno Giordani, Mark Rosentraub, Priti Shah, Chitra Subramanian, Sergio Villalobos, John Pasquale

**Guests:** Jennifer Linderman, Pamela Raymond Collegiate Professor of Engineering, Professor of Chemical Engineering; Isis Settles, Professor of Psychology, Professor of Afroamerican and African Studies, Professor of Women's Studies

Chair Goldman called the meeting to order at 8:33am and welcomed the members to the meeting.

**BIPOC Faculty Retention**

Jennifer Linderman, Pamela Raymond Collegiate Professor of Engineering, Professor of Chemical Engineering; Isis Settles, Professor of Psychology, Professor of Afroamerican and African Studies, Professor of Women's Studies

[Engaging Leaders to Improve Faculty Retention](#)

Linderman and Settles gave a presentation of the challenges in retaining BIPOC Faculty at the university. Settles indicated that they will be sharing the data on Tenured/Tenure track faculty with a focus on BIPOC faculty, advantages for addressing faculty retention proactively, the ongoing work with faculty leaders and to seek feedback and ideas from the committee.

**Committee Discussion:**

Chair Goldman asked whether they were engaging leaders after they have been selected, and if this could be part of the onboarding process for those leaders or if this could be part of the selection process for leadership hires.

Settles responded that they are looking into how to offer some of this programming to future leaders.

Provost Collins indicated that one of the reasons to share this information and workshops when selecting chairs is that the implication is clear that this is a priority.

The committee discussed outside offers and retention offers if that is a matter of culture or if it is a necessity. There are some faculty members that are unable to get an outside offer while others who do that can create resentments and friction. The committee suggested that perhaps changing the culture of requiring that people receive an outside offer in order to get more equitable treatment would be helpful.



The committee discussed that there are leaders that do not believe they need to attend these workshops when often they will benefit the most. They suggested making these workshops necessary for those in leadership positions.

Provost Collins indicated that the issues being raised was part of the point of the initiative to raise these kinds of issues, questions, and approaches that they are suggesting. She also shared that the culture around requiring an outside offer does vary from schools/colleges. There are some areas where there is a lot of pre-emptive work and other areas where the tradition is very different.

The committee also suggested when selecting a new leader perhaps having criteria to show a continual pattern of investment in this sort of work. They also suggested, especially for professors at an associate level getting training in these workshops or extending mentorship programs. Having the existing framework and access to these resources for faculty as they progress in their career would be helpful.

Provost Collins thanked Settles and Linderman for their presentation and for ongoing valuable work.

### **University Long Term COVID Strategy**

Committee member Pelosi shared a few ongoing concerns from Covid Faculty Council members. These points were to address the vulnerable faculty and the faculty that have vulnerable populations in their household.

He indicated that there were conversations that Work Connections may need to be reworked as they generally deal with individuals with various disabilities as opposed to vulnerable faculty or faculty with vulnerable individuals in their household. He shared that there were also concerns about addressing issues surrounding long term Covid and identifying what long Covid is. There were also concerns of ensuring that students are not penalized for missing classes. One suggestion was looking into how to hardwire remote learning on demand, to ensure that faculty and students can quickly leverage technology as conditions change. He also indicated that the issues surrounding childcare for faculty in classrooms is an important issue.

Provost Collins agreed that these are important issues and she thanked Committee member Pelosi for sharing the suggestions and points made including those related to Work Connections. She asked if there were other members from the committee who would like to share their thoughts.

The committee suggested that for faculty parents to feel supported to have a concise and clear document that can outline the options available when childcare issues arise. They outlined examples of switching to teaching a class online if school's shutdown.

Provost Collins indicated that she fully understood the issues raised for faculty parents and the childcare issues. She shared that this is something that they are looking to address holistically across campus.

**9:30am – Provost Collins and Christine Gerdes left the meeting.**

### **Committee Discussion on AAAC Goals /matters arising**

Chair Goldman moved to the document that she shared with the committee that was a revision to the modified duties policy for the College of Engineering. She shared that it was a simple change that issues related to a global pandemic can be a reason for asking for modified duties. The committee discussed using the shared document. Chair Goldman indicated that this could be potentially adopted on the



school/college level. Chair Goldman suggested this could be a possible solution to the childcare issues or could be modified for faculty who are primary caregivers for vulnerable individuals. The document could also be modified from excused from teaching duties to hybrid teaching.

The committee discussed having a statement about the long-term goals and function of the committee for the incoming provost.

The committee discussed developing an agenda for the next meeting to submit to the provost. The committee also suggested having presidential and provost transitions and timelines as an agenda item. The committee discussed having a document that includes the issues important to AAAC and the reasons and reasonable solutions. The committee agreed to have this discussion during the committee portion at the next meeting.

The meeting was adjourned at 10:00am.

Respectfully submitted by,  
Elizabeth Devlin  
Faculty Governance Coordinator