

Haverford College Faculty Meeting Minutes

March 17, 2011
4:15 p.m.

Deborah Roberts, Clerk

Moment of silence.

Action I. Approval of the minutes of February 17, 2011.

II. Report of the President.

The President reported on the meeting of the International Council (which is chaired by Elon Spar '83) in London during spring break. [On March 20, by e-mail, we got more detailed information from Michael Kiefer. Institutional Advancement had organized a student panel discussion on March 12, in which 5 students who are currently studying in England spoke to a gathering of alumni, parents, and friends on the topic: "Beyond the Duck Pond: Students Preparing for Global Citizenship." The panel was moderated by Henry Ritchotte '85 (international banking), and Jim Kinsella '82 (international telecommunications) spoke at the reception afterward.] The President commented on the way in which we are changing into a more-global Haverford universe: almost all of the increase in our applications (reported by Jess Lord last month) came from international students; many of our graduates go abroad to work. How should we as a college position ourselves in this new international world?

COMMENT: Discussions about international issues, programs, and students at Haverford *should* include the pressing need for a functional International Office.

II. Report of the Provost.

As we are in the process of evaluating the functioning of the Provost's office, we would be grateful for faculty comments about our staff.

Faculty elections (which are conducted on-line) were hampered by technical glitches; they will be re-run.

Faculty Research award letters are coming out next week.

We welcome Terry Snyder, our new Librarian; we welcome the Library's extended hours (now until 2 a.m.) and we are aiming for an eventual 24-hour schedule; and we welcome the new summer hours of 9-6. We are creating a new ad hoc Library Committee to assist Terry in making the transition.

The German ad hoc search committee has completed its work: our new tenure-track Assistant Professor of German is Imke Brust, (who is already currently teaching here.)

There will be a Faculty Research talk by Paul Smith on April 7.

The next Department Chairs gathering will be on March 31.

The following honors have recently been garnered by the faculty:

We received another Arnold and Mabel Beckman Foundation grant, (Iruka Okeke, Principal Investigator), to fund the research of several students in Biology and Chemistry as "Beckman Scholars." We have had these awards since 1999.

Richard Freedman (Music) received a Digital Innovation Fellowship from the ACLS.

Ying Li (Fine Arts) will be Artist-in-Residence at Dartmouth College in spring 2012.

Ingrid Arauco (Music) has recently released two CDs of her compositions.

Ashok Gangadean (Philosophy) has become The Gest Professor of Global Philosophy.

III. Announcements, Reports, Items for Discussion.

- a. Wendy Sternberg, Associate Provost: "Editing the Faculty Handbook" (attached document)

The document embodies the suggestions about made

Action II. APPROVED.

COMMENT: IF benefits have now been separated from the Faculty Handbook to reflect current practice, we should now

consider whether or not faculty benefits should be brought before the faculty (i.e., whether some version of “collective bargaining” be instituted.)

QUESTION: Is (in fact) removal from the Faculty Handbook a change in any way of current practice about faculty authority over benefits? **REPLY:** No, the faculty reps. to the Board still sit on the Faculty and Staff Benefits Committee of the Board of Managers.

Wendy commented that there are still a few unresolved Handbook edits which will come back to the faculty at a later faculty meeting.

b. Richard Freedman, for EPC (attached documents.)

- 1) New Course Proposals: After some discussion of specific items (mostly ellipses and “ghosts” in the form such as “Social Justice” coding)

Action III. APPROVED.

2) Curricular changes:

- a) Proposed interdisciplinary Environmental Studies *Minor*. (N.B.: WE ARE ABANDONING THE PLAN FOR AN ENVIRONMENTAL STUDIES *CONCENTRATION*.)

COMMENT: Will EPC reconsider what exactly a Minor IS? (because last year we said that a Minor had to exist within a department.) This has to be clarified.

QUESTION: WHY are we de-coupling this from a major department (c coupling which is necessary for a Concentration)? **REPLY:** This is truly interdisciplinary as a program. And it is part of an effort to get students to explore curriculum outside their Major with intentionality. This Minor contains a designated course which integrates the various disciplines covered in the Minor. There is an annual “capstone” class, (which is similar to, although is not actually, a Thesis.) Further (later) **COMMENT:** We need to conceptualize what a Minor is with the intellectual rationale for the choice of courses; interdisciplinary programs are without a focus, but we must concentrate on developing a rationale. Further **COMMENT:** **EPC must work on defining a “Concentration” and a “Minor.”**

QUESTION: Why are there not more preparatory Physics and Mathematics courses? **REPLY:** Because none have been proposed to us as of now.

QUESTION: Why are there not more Biology courses? **(SEVERAL voices):** We were not consulted; we have no idea how this might affect our staffing; we have to make sure that we know what we are doing.

COMMENT: Why can't we approve this as it is and then add more courses as the other departments propose them?

COMMENT (PROVOST): We have been working on this program for three years, we have already made Departmental appointments in this field in anticipation of it, and we have an obligation to the Mellon Foundation to create a program in good time.

REPLY: The Biology department is not making an orchestrated attempt to block the Environmental Studies Program. It was simply asking, given the absence of an opportunity to review it before it was presented for approval, for time to discuss and contribute to it. Granting us this opportunity would not necessarily impact the start of the program, since the introductory course has been approved.

Under the circumstances, the proposal goes back to EPC and the Environmental Studies Working Group, with the understanding that Biology (and Physics, and whoever else wishes to speak now) will communicate quickly with EPC. [Later, the Environmental Studies Working Group called a Brown Bag lunch for April 1.]

b) An addition to the Educational Studies Minor: adding courses which would fulfill the Pennsylvania Elementary Teacher Certification (at Swarthmore and Eastern Colleges.)

Action IV. APPROVED.

3) Handbook changes for continuing appointment procedures.

Although there appeared to be no objections to the proposal in general, as the discussion began it was pointed out that there is no language in the Handbook about the process by which one moves from the rank of Associate Professor to Full Professor, for continuing *or* for tenure-line

appointments. **Under the circumstances, the text went back to the drawing board for further elucidation.**

4) Update on tenure-line searches (Blueprint expansion)
The second sentence under 1) has been added to the previous version.

COMMENT: “Back in the pool?” Whenever there is a vacancy for whatever reason (retirement, non-promotion, resignation...), does *everyone* start competing for the vacancy? **QUESTION:** Now that the Board has removed the tenure-cap, is there any need for any such “competition?” **REPLY:** The existence of a tenure-cap is irrelevant: some departments shrink, some grow. **COMMENT:** We have to add more precise language to make the considerations explicit; for instance, will there always be consultation with the counterpoint Bryn Mawr department? **QUESTION:** So, what is the procedure? First the department makes a bid for a replacement; if denied, then other departments can bid? **REPLY** (a previous Provost): Yes, I think that has been our procedure in the recent past. **COMMENT:** I think that “bidding” is a bad metaphor, and that we should find another word or phrase. **Under the circumstances, the text went back to EPC for further elucidation.**

c. .Gus Stadler, for FAPC

The minutes from our brown-bag lunch on March 4 have been posted on our blackboard site. [Suggestions were made about one change in particular: That the candidate for promotion be present when the Presenter first meets with the Associate Provost.]

There will be another brown-bag lunch soon, to discuss “recusals of self” from particular cases before Academic Council.

At our next meeting we will discuss the issue of the workload of Academic Council members.

At the April faculty meeting we are planning to make a proposal to exclude non-tenured faculty members from Academic Council.

COMMENT: FAPC should discuss the situation when it happens that elected members resign from Academic Council.

- d. Provost: A report about the NTU/ Singapore investigatory trip (Rob Scarrow (Chemistry), Wendy Sternberg (Psychology) , Shizhe Huang (Asian Studies.)

We examined under what circumstances a Haverford collaboration with NTU could occur: including student exchanges, faculty residencies, possible student participation in a summer “eco-city clean-up project” in Tianjin

There is indeed a sturdy Liberal Arts presence at NTU, a College of Humanities and Social Science, and those faculty are precisely the ones who are eager for collaboration with the tri-college community. There are 3 bi-co alumni on the faculty.

There seems to be a pervasive culture of academic freedom at NTU. There is freedom to live as one wants, although one must admit that there is less freedom of activism. **COMMENT:** Could we make any contact with “democracy activists” in Singapore? **COMMENT:** Homosexuality is illegal in Singapore. **RESPONSE:** We have been told that this law, although on the books, is in fact not enforced, and that there is a thriving gay community in Singapore.

There will be another brown-bag lunch to discuss the Singapore/ NTU question.

- e. Bruce Partridge, Faculty Marshall: who reminded us about the occurrence of Commencement weekend, changes in the customary schedule (especially the timing of Bryn Mawr’s schedule), and how much fun it is.

Adjourned at 6:01 p.m.

Linda Gerstein, Secretary to the Faculty

