

Haverford College Faculty Meeting Minutes

May 16, 2018

Deborah Roberts, Clerk

Moment of silence.

Action I. Approval of the minutes of April 19, 2018.

II. Reports, Items for Action, and Items for Discussion

1. The Provost:

“I now seek the faculty’s approval for the granting of the degree of Bachelor of Arts...”

Action II. The faculty so approved.

2. College Honors, Fellowships, and Prizes Committee: Steve McGovern
 - a. The Honors Committee presented its list of awarded College Honors: Summa, Magna, cum Laude

Action III. The faculty approved the Committee’s list.

- b. The Committee also announced the awarding of the Cope and Murray fellowships for graduate study.

QUESTION: We notify these students of their College awards right after this faculty meeting. We also have been also in the process of awarding departmental prizes; departments have different practices about when they notify such students; could we consider regularizing the system of notification?

- c. Steve noted that, as in 2016-2017 when we had modified the system by including z-scores and a changed faculty-letter input process, the process was now easier for the Committee. The discrepancy noticed in 2016-2017 between divisions (Natural Sciences being over-represented, Social Sciences under-represented) seems to have corrected itself.
3. Working Group for Faculty Research: Ken Koltun-Fromm: a proposed policy (att. doc.)

This is essentially what we proposed last month, with a few changes: new language in the first paragraph, the Provost (not Associate Provost, or The Provost's Office) as the body initiating the judgment, without restraints as to how Provost and Academic Council and President consult to make the judgment.

We are offering a recommendation to the Board, that the Board accept this recommendation "as its own."

The Clerk asked for a straw poll: (50 votes)

"I am willing...": 48

"I am unwilling...": 2

Would either of "the unwilling" like to speak? Apparently, NO.

Would either of "the unwilling" like to stand formally outside the consensus? Apparently, NO.

The Clerk: Understanding that two persons are standing outside the consensus by implication, do we have a consensus on accepting this proposal? YES.

Action IV: The faculty accepted the proposed statement.

The President: I will be a robust proponent to the Board of this proposal. I applaud the excellent work that this ad hoc Committee has done; it reaffirms the value structure of the College. I hope the Board will accept it, and I will present it affirmatively to the Advisory Committee to the Corporation, who may choose to present it to the Corporation at its annual meeting next spring. The Provost: We have met with a few members of the Corporation's Advisory Committee, explaining the process that we were going through in formulating the proposal.

4. FAPC: Rob Scarrow: Faculty Handbook revisions, preliminary (att. doc.)

FAPC has been working with Associate Provost Rob Manning on the project to revamp the Faculty Handbook and we are advocating for a scheme using "revision codes" to illuminate who has the authority to revise sections (F faculty governance; FA faculty/administration joint governance; A administration employment practices), and to make these a permanent part of the Handbook. Our proposed approach, including a draft re-write of section 1 of the Handbook, is contained in the action/discussion document circulated before the meeting.

COMMENT: Associate Provost: The catalog revisions we are doing now uses the CourseLeaf system; we have purchased the right to use the CourseLeaf system to edit one other document, therefore to manage Faculty

Handbook revisions if we wish. **REPLY:** Indeed, but we don't want to wait for it to come into operation; we need to make changes using the technology we have now.

We are trying to get a sense of the faculty's response to our proposed procedure; we also hope that you will examine the timeline and give us suggestions, because we will be working on this over the summer.

No objections were raised to the proposed procedures, and The Clerk called for a straw poll: (52 votes)

Yes: 46

No:1

Too soon to tell: 5

We will indeed go ahead with the work on the proposal.

III. Open Question Period.

1. **QUESTION:** Can you please explain the changes in how we pay student summer workers, and why? **REPLY** (Provost and Mitch Wein): Much of this has to do with the federal Department of Labor law. There has been an ongoing discussion about how we pay student workers for summer research (hourly? weekly? by stipend?) Sometimes students don't work a full 40 hours for one week, but then they will work 50 or 60 hours for another week (experiments are not predictable!) You can't "balance this out" on a weekly-scale (one can't lie on a worksheet, but one doesn't want to pay "overtime" either.) The timesheets are onerous for professors, and we understand that. We are trying to adjust. The rules for "exemptions" from hourly pay regarding work categorized as "educational" are complex. We consulted legal counsel,, and have only recently concluded those conversations. Next year we are examining "grant-funded student work." **QUESTION:** What about paying students who are helping us set up classrooms and labs, thus educating themselves in that way? Could they be considered to be doing "educational" work and hence exempt? **REPLY:** Yes.

QUESTION: What about a student who is doing ½ time "educational" work which could be exempt and also working ½ time in the Dining Center (hourly?) **REPLY:** Those would be two different pay-schemes, and we have to track very carefully.

QUESTION: Students who are "grant-paid" are paid hourly; students who are paid from College-funds are on stipend; can we make more sense of this, and have as many as possible be on stipend? **REPLY:** The calculations of "indirect costs" for each form of payment are different, so it is complex. But we will pursue it. **COMMENT:** We could write in "stipend-paid" into our

future grant-applications. **COMMENT:** Having students paid stipends rather than hourly-wages makes their summer work seem more like a “fellowship” than a job; it gives them a different “attitude” toward their work.

COMMENT: For some students, it is unclear in advance how many hours they are going to be able to work; so hourly payment (rather than stipend) works better for them.

COMMENT (Mitch Wein): The law encourages us not to enable “exempt” work. So we look for consistency, but can accommodate flexibility.

2. **COMMENT (Andrea Lommen, Astronomy):** I would like to assemble a small group of faculty to work with me to study Diversity in the faculty. Perhaps to brainstorm this summer, do some reading? **COMMENT:** Perhaps this inquiry could structure a TriCo Mellon seed grant next fall? **COMMENT:** There already exists a “Faculty of Color” group, which could coordinate with this. **COMMENT:** Well, perhaps we don’t need a lot of groups running around doing similar things; the Provost will be working on Diversity initiatives in the fall, and it could be coordinated through the Provost’s office. **COMMENT (Provost):** coordination is a good idea. But small groups talking about this can raise awareness and then faculty will be more informed for the work in the upcoming academic year. **COMMENT (the President):** If you are assembling yourselves for a study group, please do think about applying to the President’s Office for special funding.

PLEASE E-MAIL ANDREA LOMMEN IF YOU WANT TO PARTICIPATE IN THIS GROUP.

IV: Report of the President

The President announced the results of the faculty personnel decisions made by the Board at its April meeting.

This year’s Chace-Parker Prize for outstanding teaching goes Lisa Jane Graham (History.)

The Lindback Teaching Award goes to Jon Wilson (Biology, Environmental Sciences)

The new incumbent of the J. McClain King 1928 Professorship is Josh Sabloff (Mathematics)

The new incumbent of the John and Barbara Bush Professorship in the Natural Sciences is Karin Akerfeldt (Chemistry)

V. Report of the Provost (att. doc.)

1. (I turn the meeting over to) Dean of the College Martha Denney.

I know that many of you have seen the report in last Sunday's NYTimes about the suicide of a student at Hamilton College; it focused on the fact that although several faculty were aware of the problem, the Deans apparently were not and the parents of the student were not. I want to stress that our system at Haverford is different from the system at Hamilton: we have designated Deans for each student, and the information about who they are is available on the Registrar's home page; you know to whom to go if you are concerned, and many of you do that. You yourself don't have to deal with it, and shouldn't be in contact with parents or therapists; we Deans are here to do that, it is a Deans-problem. The earlier you notify us about a concern, the better. The relationship with parents is a complex issue, but it is our problem rather than yours; you faculty certainly should not be contacting parents. [Later comment: we will certainly talk again with the faculty about this concern early in the fall semester.]

COMMENT: I appreciate this; but if we do go to you, it would be nice to hear back from the Deans also. I realize that there are privacy and confidentiality issues; but it would be nice to have a feed-back loop.

REPLY: Thank you for that comment. Yes, of course, we can close the loop. [**LATER COMMENT:** Clearly the Deans know more about a student than we do; we could know more. **REPLY:** Well, there are FERPA privacy issues; and often students feel strongly that they do not want their parents to become involved; parents are often an issue, or there is simply no supportive family structure.]

COMMENT: There is a larger national conversation going on about students, mental health, and education. There are certainly things that we faculty should stay out of, because we are not "trained"; but it does affect the classroom in which we teach. **REPLY:** Yes, and the issue of mental health also involves "Disability" issues, serious issues about what provokes anxiety in a student.

QUESTION: How efficacious is CAPS? I hear a lot of stories about too-long waiting-times for appointments. **REPLY:** Well, there are indeed long waiting-times, and we have to hire extra help at stress-points in the year. We are budget-strained, of course. But we recently got funding to provide *some* summer help for students; those students who are here for the summer need help too. We also have a new position, a "Health Advocate" social worker, who can help guide students to find local providers. We are, indeed, getting more and more complicated students.

QUESTION: What do we do about concerns about Bryn Mawr students?

REPLY: Refer your concern to the Bryn Mawr Deans. If you can't find the appropriate Bryn Mawr Dean, call us and we will get that information for you.

QUESTION: What do students hear about mental health during

Orientation? **REPLY:** There is certainly information about mental health resources; but often students simply don't "hear" it; they don't pay attention until an issue arises for them later. Many students in fact have a lot of information about their own situations; sometimes they are trying to deal with themselves in new ways "now that they are in college" (such as not taking medications, for instance); this sometimes produces a crisis. We are trying out new mental-health resources outreach.

2. (The Provost): About Commencement: please do come. It is a very important moment for your students.
3. This summer we will begin work for the Task Force on the Classroom Climate. We will also be having discussion with departments and programs about tenure-track searches, hiring practices to increase diversity, and curriculum to attract and support a diverse student body.
4. We have *many* personnel cases next year (22-23.) Clearly some presenters will have to do work over the summer, so that we can spread out the cases over the year.

COMMENT: I am all for spreading out Council's work over the year. But we need to protect our faculty who especially need summers for research, especially for those who will soon be preparing their own cases for re-appointments and promotion. I would urge that such summer service work be reserved for Full Professors.

5. We are piloting a new Advising scheme, with more intense advising, using 6-8 professional staff serving as advisers.
6. The Tri-Co Philly program has a pilot this fall, (which is just Bi-Co: BMC and HC.)
7. Congratulations to our two new Term Research Professorships: Craig Borowiak (Political Science) and Bethel Saler (History.)
8. (Associate Provost) Rich Freedman: Assessments are due June 1.

Adjourned 10:30 a.m.

Linda Gerstein, Secretary to the Faculty

