

Collegiate Council Meeting

Minutes from Friday, October 21, 2011, taken by Yui Suzuki

In Attendance: Bonnie Thornton Dill (Dean, ARHU), Charles Rutherford (Assoc. Dean, Faculty Affairs, ARHU), Sam Kerstein (Philosophy), Jessica Enoch (proxy for Edlie Wong, English), Audra Buck-Coleman (Art), Thomas Zeller (History), Katie King (Women's Studies), Paula Barriga Sanchez (History), Katherine Murdock (Music), Naomi Feldman (Linguistics), Gregory Staley (Classics), Giuseppe Falvo (Languages), Kristy Maddux (Communication), Yui Suzuki (Art History and Archeology).

1. Introductions of the Collegiate Council. The Council welcomes Paula Barriga Sanchez (History), our staff representative on the Collegiate Council.
2. Bonnie Thornton Dill will be reissuing a "Statement on Civility" and passed out a copy of the statement for the CC to review and provide feedback. The CC discussed the draft in detail and provided Dean Thornton Dill with their input.
3. Dean Thornton Dill announced that the general budget news is not good, and while the university is not expecting huge cuts, there won't be any merit this year. There is a glimmer of possibilities for COLA sometime in FY 2013.
4. Dean Thornton Dill stated that the University is considering adopting a title of "clinical professorship" that is already in the UMD system but not yet being applied at College Park. The idea of a "Clinical professorship" is that it is not a full-time faculty position (nor tenure-track) and it involves hiring talented and highly skilled people who are engaged in their practices (whatever they might be) to teach. This issue will be discussed and explored further at the Senate.
5. Dean Thornton Dill made an announcement about the upcoming event organized by the Advance Program for Inclusive Excellence on October 25 in the Biosciences Department from 3:15 – 5 pm. At the event, the program will talk about their Dashboard Project, an online resource project in each college that provides information about career accomplishments and advancement. One kind of information provided by this project includes data on each college's distribution of tenured and tenure-track faculty by rank, gender and race (e.g. In 2010, of the 324 tenure and tenure-track faculty members from ARHU, 61% of assistant professors, 46.2% of the associate professors and 36.8% of full professors were female). This Dashboard Project will be available online sometime in November.
6. Sam Kerstein passed out the ARHU interdisciplinary activities report to the CC members. He has not yet received a report from Jewish Studies. The Dean explained that this data was collected for the Dean's Office in the hopes of reviving a task force (which no longer exists) for developing a humanities center for the College. The data collected here will be used to revive this task force, in order to raise the research profile of ARHU, especially since a lot of the activities and projects generated by ARHU are not seen as research.

7. Sam Kerstein addressed the issue of salary compression. He explained that the role of the Collegiate Council is to be the chief advocate of the faculty of the college, and that he wanted Dean Thornton Dill and present CC members to be aware that a resolution was passed by a previous CC on February 6, 2009, to establish a special committee to investigate the matter of salary compression and to present any recommendations to the Dean “regarding how any undercompensation might be rectified and avoided in the future.”

Kerstein explained that after the resolution was passed, it turned out to be extremely difficult for the Collegiate Council to carry it forward. One difficulty was that data on faculty salaries at other institutions was just not available to CC members. The Dean’s Office had a dataset on faculty salaries produced by the American Association of Universities, but the CC was not allowed to have any but minimal access to it on grounds of confidentiality. Not much progress was made by the CC on this issue.

Kerstein pointed out that in his 2010 State of the College Address, former ARHU Dean Harris mentioned the problem of salary compression, saying: “As we continue to appoint new faculty, we build into our salary structure a growing imbalance creating what is commonly called ‘salary compression’—we must address this issue this year.” But, Kerstein said, to his knowledge the problem had not yet been addressed.

Dean Thornton Dill stated that salary compression is a hard issue to address concretely. She had planned to ask APAC to make salary compression an item for consideration this year. This might be a time to come up with some kind of plan to look at it further if CC is interested in being involved.

Some discussion among Collegiate Council members followed, and Sam Kerstein added that the CC may not be the body that has the power to do much good regarding this issue, and that the main purpose for bringing this up was to make the Dean aware of it. Council members suggested that it would be helpful for the Dean to state whether or not she would like further participation from the CC on this issue, and, if so, what form such participation should take.

Salary compression will be one of the agenda items for our November meeting.

8. Finally, Charley Rutherford announced that we would not be holding a holiday party this year. The Dean is proposing to have a reception at the very beginning of the spring term to welcome people back and reinvigorate the college. It will be celebratory and if the CC is interested in organizing something for this, then it’s for us to discuss the matter further.

The meeting was adjourned at 2:25 pm.

The next CC meeting will begin at 1pm on November 18, 2011.