

College of Human Ecology Faculty Council Minutes

8/25/2017 – Friday 3:30pm

Present: Dean Buckwalter, Brad Behnke (chair), Shawna Jordan, Emily Mailey, Melody LeHew, Briana Nelson Goff, Mary Deluccie, Junehee Kwon, Sara Rosenkranz (Chair-elect), Kevin Sauer (invited)

Expected Outcome Goals:

- 1) Make Faculty Council aware of requests and concerns voiced by different groups of faculty over summer 2017
- 2) Review charge/purpose of Faculty Council

Discussion:

- 1) There was discussion (ongoing) of a survey to go to faculty regarding what they want from their faculty council. An email will circulate to FAC members to generate items for the survey.
 - a. Items related to potential bullying issues to be included per discussion that followed. Want to avoid a culture and climate type of survey at this point, however, as it may be a bit too nebulous.
 - b. Purpose primarily related to what faculty would like their council to be.
 - c. Ultimate charge is to serve as the voice of the faculty. Represent them at the college level.
 - d. Chair brought up at meetings we need equality of voice, not just a few people talking. The purpose of this survey is to get feedback from all voices in the college.
 - e. Potentially will lead to a change in bylaws for Faculty Council- for example-
 - i. Representation from each unit and senate caucus members to reduce breakdowns in communication. We need to advocate for our College and Faculty members.
 - f. The potential for a phased process for the survey or doing focus groups prior to the survey were discussed.
- 2) Handout was distributed of concerns identified from a meeting that included three different groups this summer.
 - a. One group wanted more transparency on decisions made at the college level, and defined input from faculty that would be effected. A few recommendations from this group include:
 - i. More meetings between the Dean and faculty. The Dean agreed with this and will have several Q/A sessions (not all college) with the faculty throughout the year, to allow faculty to ask whatever questions they like.
 - ii. A survey as discussed in #1 above.
 - b. It was reiterated that the Dean has offered to attend faculty meetings when requested to do so.
 - c. Additionally, lunches with the Dean are not required and there are no repercussions for not coming.
 - d. The chair brought up that many rumors circulating through the college are based on inaccurate information. One clear example was that a faculty member suggested the Dean and Kinesiology were planning on changing the name of the college. The chair

provided the following information to correct this notion. "With declining enrollment in the college, a group of students were asked about marketing of the college and they stated it was difficult for them to explain what "Human Ecology" meant to family and friends outside of KSU. They further stated if "health" was in the name somewhere it would help people outside of KSU search and understand at least one major branch of our college that may enhance recruitment. At a leadership seminar in March, as a group exercise the DAC was asked to work on how to enhance recruitment and the name change, based upon the student feedback, was brought up. At this meeting the Dean questioned the benefit of a College name change. He also stated that if the faculty wanted this, and the alumni were ok with it, he would pursue it, but wanted input and feasibility from the provost first. The following week, at a DAC meeting, the provost attended and this was brought up. The provost stated it was up to the faculty, but advised a lot of preliminary research needs to be completed involving all unit faculty, alumni, students, etc. At no point did the dean request a college name change. A feasibility committee was formed and will look into this one aspect of marketing this fall." There was discussion at the Faculty Council meeting that there were bigger concerns about Human Ecology marketing as people do not understand what Human Ecology is. It is easier to talk about individual units, but it was mentioned that we have not come together to say who we are as a College. We could do a better job of helping understand what Human Ecology is. We do not know how to articulate how the name Human Ecology represents who we are as a College, especially to potential students.

- e. The one required HE course that all students take would be a good place to start marketing to the students about who we are as a College.
 - f. We are not accredited as a College because of the necessity of multiple course requirements for all students. Human Ecological approach or systems thinking could be emphasized.
- 3) An email regarding potentially bullying issue from the perspective of several junior faculty members regarding senior faculty members in their units was discussed and the chair passed out an article from the Chronicle of Higher Education on bullying at universities.
- a. Several junior faculty expressed concerns that senior faculty were pushing their views of how things should be (at Departmental, College, and University levels) on junior faculty (both tenure and non-tenure track faculty), and dismissing any dissenting ideas or thoughts from junior faculty. These faculty expressed concerns that these senior faculty lack appreciation for diversity of thought and experience.
 - b. A reminder was given that with respect to the bullying issue it is really important to go to the unit head first to discuss these issues if possible.
 - c. It was questioned whether these are isolated events and this may not be a systemic college wide issue. Mediation services, grievance procedures are in place at the University. As a College, the tenure-track faculty should be supported and should understand the resources available to them. The Dean reminded the group that this should apply to all faculty including non-tenure track and other in the college. Fear of retribution should be addressed within each unit.
 - d. The notion that proper information gathering and sharing is crucial to all faculty in the college.

- e. The chair asked all on faculty council to be aware of equality of voice, and the importance of making sure junior faculty get a chance to speak up, without repercussions, at departmental and college meetings.
- 4) The Chair asked how many Departmental meetings each unit has throughout the semester, which varied from 1+ per a month to 1 per a semester. It was reiterated that information sharing is crucial in the college, and cannot just stop at Faculty Council. At departmental faculty meetings, information from the faculty council should be shared by departmental representatives. Communication and where people get their information seems to be a problem. We need to make sure that faculty are informed of important items coming out of Faculty Council. Further, it was stressed that members on the Faculty Council should represent the views of all of the faculty in their units.
 - 5) The chair asked how many units or how common the assignment of a senior mentor to junior faculty occurs in the CHE. These are simply transfer of information issues that need to be enhanced.

Action Items:

- 1) Survey current bylaws and approaches that different colleges use to see whether there are some could work for us. Office of planning and analysis- Brianna to look into this.
- 2) Faculty across campus who have been here and have good ideas about effective information. Contact some people across campus as resources.
- 3) Each FAC member will go back to their individual units to ask what their faculty want the role of their council to be, and how they would like information to be disseminated. Members will report back to faculty council at the next meeting.
- 4) Standing meetings to be reinstated. Time TBD, likely Friday at 3:30- once per month.