



College of Arts and Letters
2021-2022 Faculty Council Meeting Minutes
November 30, 2021, Webex

Call to Order 4:00 PM

I. Roll Call

Present: Alam, Allred, Sapci, Baltus, Beatty, Benton, Black, Caceres, Case, Christman, Compora, Cook, Dudley, Dunn, Emonds (for Semaan), Feldmeier, Foss, Grazzini, Hey, Keith, Kistner, McBane, Monteleone, Montes (for Yamazaki), Montpetit, Orloff (for Miner), Sakowski, Smith, Stauch, Stover, Taylor, Thompson-Casado, Whittaker, Xianlin, Yaklin (35)

Absent: Alamina, Branson, Carpenter, Crookston, Ferris, Heberle, Mezo, Nemeth, Rouillard (9)

Vacancies: 1

Guests: Gilbert, Hammel, Hintz, Gregory (4)

II. Approval of Agenda & Minutes

Meeting agenda submitted for approval; Motion to approve with date correction; Second; Vote: Agenda Approved.

Minutes from November 16, 2021, meeting submitted for approval; Motion to approve; Second; Vote: Minutes Approved.

III. Executive Committee Report: Jetsa Caceres

The Executive Committee met November 19. Dean Gilbert attended and shared details of the proposed FY 2022 CAL budget based on the Incentive-Based Budgeting (IBB) model. The College of Arts & Letters Annual Faculty Meeting is scheduled for Thursday, January 20, 2022, from 4:00-6:00 PM. The Meeting will be the first hour, followed by the Spring Reception.

IV. Faculty Senate Report: Suzanne Smith

The Executive Committee met on November 23 and met with President Postel to review progress on the Faculty Senate Constitution. The President asked the Executive Committee to meet with the Board of Trustees to clarify Senate's ability to review administrators before they move forward with the first reading. They also met with the Provost and Vice Provost to express faculty concerns about the new revenue/budget model and access to information.

The Provost said that 1977 students will participate in December's graduation; the undergraduate Commencement speakers are both UT alumni.

There has been increased weekly COVID testing since the vaccine mandate went into effect on November 15. UT's vaccine registry as of November 23 was 74.7%. Our overall positivity rate remains low, and the Provost reminded faculty to enforce the indoor mask mandate in classrooms.

Senator Rouillard reported on meetings of the Ohio Faculty Council regarding House Bill 327, otherwise known as the Divisive Concepts Bill. She would like statements that have been gathered from UT faculty to be shared with all faculty members. OSU faculty have passed a resolution supporting faculty rights to teach truth about racism. Another report for OSU says that the new infrastructure bill includes funds for campus transportation and for social justice issues, including an increase in Pell grants.

The Senate discussed the ethics of withholding transcripts if money is due to the University, and what kinds of outstanding bills should lead to withholding transcripts; for example, should this include parking tickets?

Three undergraduate program modifications from Geography and Planning were passed; these involve changes to the minor. Seven new course proposals were approved for an interdisciplinary major in neuroscience.

The Senate accepted two changes to the policy of graduating with Honors: one, the current semester will be included provided students are full-time; two, UT's GPA will be used rather than their overall higher ed GPA.

The Student Affairs Committee reported on concerns regarding disabled students and the timeliness of accommodations. The Office of Accessibility has agreed that the accommodations memos sent to faculty will now include "next steps" faculty should take, and follow-up emails will be sent to ensure accommodations are being met.

Denise Bartell, Associate Vice Provost for Student Success provided an overview of attrition analysis in the past year related to COVID-19. There has been a disproportionate loss of underrepresented minority and lower income students. UT lost 30% of this population, which is consistent with other universities. Out of 14,400 students enrolled in 2019, 41% are still enrolled and 39% have graduated; 20% left before graduating and two-thirds of those have not enrolled elsewhere. Her analysis shows that UT lost students at every undergraduate level, but this was particularly high in students with 90+ credits. Many had good GPAs and low financial holds but did not transfer elsewhere. Attrition is not only among first-year students. Surveys from spring and fall 2020 showed that lack of reliable transportation and supportive instructors were determining factors. She reports that over 90 faculty have so far participated in the Equity Champions Community of Practice and 6500 students have been impacted. She credits Equity Champions with reducing DFW rates and improving the student experience.

Dean Lewinsky of the College of Nursing reviewed expanded services for students. Some students do not continue their education because of mental health issues, and the transition from online to in-person classes has proven difficult for many students.

V. New Business

A Bylaw Amendment proposal seeks to address the situation of new programs being introduced to Council with little notice to faculty. Discussion of the proposal has been tabled until the next meeting.

Associate Dean Gregory suggested that it would be valuable to have an explicit conversation with new and returning Council members about their responsibilities as elected Council members.

VI. Dean's Report: Charlene Gilbert

Dean Gilbert thanks everyone for their hard work as we've returned to campus this year and says that every student she has met so far this year has appreciated being back on campus very much. No one has personally complained to her about the mask mandate. Parking is the biggest complaint.

A revised [Land Acknowledgement Statement](#) was issued by the University; all faculty should be familiar with this statement.

The Budget Advisory Committee has met. There will be continued conversations about both expenses and revenue projections. The vast majority of our expenses are fixed costs, but we are also trying to project revenue, which is a function of enrollment. The College of Arts and Letters provides things to the University as a whole that are important and need to be supported, such as the bulk of the general education curriculum and research.

We have admitted just over 605 students and Dean Gilbert encourages us to work with the department Chairs to get as many of those admitted students to study here. This effort is called the "yield effort" and faculty can help make the case of why our programs are exceptional.

Please let the Dean know if your department has a pipeline program that hosts high school students. If your department does not have one, perhaps consider starting one.

The Alumni Office is organizing a quarterly spotlight series highlighting successful alums, and one of the first is an Arts & Letters alum in March. In addition, Angela Riddell will be asked to include an alumni spotlight in the College newsletter. Please email Angela if you have a successful alum you'd like to include.

College goals to keep in focus: mentoring and supporting faculty; recruiting, enrolling, and retaining students; increasing College visibility; professional development for support staff; increasing our understanding of our students; and documenting process protocols and systems.

The College will review the College Strategic Plan ending in 2022, which coincides with the College's first five years, and discuss what we've accomplished, where we are, and where we want to go. Our plan will be to align with the University Strategic Plan, but we should think once again about our core values and priorities.

Dean Gilbert plans to visit every department in spring semester beginning in January during individual

department meetings; Debbie Corkins will be arranging the Dean's visit schedule.

VII. Adjournment

Motion to Adjourn; Second; Motion Approved; Meeting Adjourned