**CLAS Council**

**November 12, 2020**

**Meeting via ZOOM**

**MINUTES**

**Participating:**

Michael Abeyta, Masoud Asadi-Zeydabadi, Jennifer Boylan, Sasha Breger Bush, Michelle Comstock, Benjamin Crawford, Candan Duran-Aydintug, Gabriel Finkelstein, Mia Fischer, Nick Fisk, Rachel Harding, Marjorie Levine-Clark, Darryl Mehring, Annika Mosier, Erik Oleson, Florian Pfender, Sarah Tyson, Andrea Velasquez, Anna Warrener, Margaret Woodhull, Anna Warrener

**Guests**: Edelina Burciaga

**Recording**: Karen Fennell

**Welcome and Introductions**: Sarah Tyson

Rachel Harding has returned to serve on the Council again this year.

**Minutes from October**: Approved

**Dean’s Updates**: Sarah Tyson on behalf of Pam Jansma

*Update on APS 1009*:

* Sarah followed up with Hani Mansour and Chloe East on FCQs and what will happen regarding their usage on our campus. There has been a general campus de-emphasis on FCQs due to the pandemic.
* The Dean is hopeful this de-emphasis on FCQs will continue post-pandemic and evaluating teaching will be less about FCQs and more about considering other factors.

*Flexible Work Policy:*

* Sarah will follow up with Pam Jansma about the flexible work policy for faculty and if this may become a more permanent option going forward.
* It was recently announced that remote teaching will continue to be an option as a mode of delivery for both summer and fall 2021.

*CLAS Budget Project:*

* Todd Haggerty is working with CLAS to identify structural budget deficits and it is looking positive that the subvention will change. However, it will take time to get our funding back in line with our needs. We’ve received one time funds but this has put us in a bad position as a college in terms of power budget looks.
* Rich Allen made a presentation to central administration that helped to outline the problems more clearly.

**Council on Diversity and Inclusion: Syllabus Review Guide for Diversity, Equity, Justice, and Inclusion**: Marjorie Levine-Clark and Edelina Burciaga

* Dean Jansma asked the Council on Diversity and Inclusion to create resources for inclusive pedagogy and they created the new syllabus review guide.
* We sought feedback from across the university about creating the syllabus guide.
* This document was distributed to Council members prior to the meeting.
* The idea is to provide guidance to faculty members to create syllabi that set an equity tone four our courses. There are six core practices for each syllabus.
* You can look at the ways the syllabus can convey a sense of support to our students, especially now.
* Demystifying syllabi and making students feel welcome is important. Thus is not just a one-time effort but is ongoing. We need to move from awareness to action through an iterative process.
* You can also look at in what ways are our syllabi centering on and reflecting the work of scholars of color and women in your discipline. If there are no women or scholars of color in your field or in the context of the class it is important to address the reasons why with your students.
* Universal design and accessibility is an issue to think about for syllabi as well. Faculty have often taught in printed and verbal ways and it is important to think of other ways to design our syllabi for our courses to make them more accessible for a wider variety of students.
* There was a question about whether we should have an anti-discrimination policy to include in our syllabi and it was asked if the Council wanted to explore this further. It was discussed that if we tried to create an anti-discrimination policy for the college if we would just end up with the university’s version of the anti-discrimination policy.
* The college is in the process of collecting syllabi that can be posted as examples that would be good for others to view and adopt.
* There was a suggestion to send Marjorie links from other professional associations that have done work in these areas to provide additional resources.
* The issue was raised about dominant norms and how to address these concepts and behaviors in the classroom.
* Marjorie included in the guide an explanation of what a credit hour means and the expected workload relevant to that so students have a clearer idea of what the required work for the class is, both in- and outside of the classroom.
* It was noted it would be helpful to have some recognition and guidance from the upper levels of the university on harmful speech and free speech and how to handle these issues in the learning environment. It was suggested to invite Chris Puckett to address this concern with the Council at a future meeting.
* The Foundation for Individual Rights in Education (FIRE) is a group that provides some guidance on what is free speech and what is permissible based on first amendment rights.
* We want to try to avoid abhorrent opinions in our classrooms, but we cannot avoid them and can instead respond to them in ways that are respectful and useful.
* This goes back to setting up expectations about the focus of the class and how the course will be run. There’s a continuum of classroom management practices to address if we really want to create inclusive spaces. Faculty can point to the core values of the strategic plan of the college as well.

**Team Teaching Discussion**: Sarah Tyson

* The Dean would like to put policies in place to encourage interdisciplinary team teaching in classes. She wants to have the Council think about how to make team teaching more appealing and set more consistent guidelines for how to propose, run and count team taught courses in the teaching load.
* Since the Dean is not able to attend the meeting today, we will revisit this agenda item at the December meeting.

**Proposed Name Change for the Council**: Sarah Tyson

* It was suggested to change the name of this group from the “CLAS Council” to the “CLAS Faculty Council” since a CLAS Staff Council has now been formed.
* It is important to distinguish the faculty member constituents of this group and also acknowledge the new existence of the new CLAS Staff Council.
* The motion for the proposed name change was seconded and approved. Henceforth, the new name for this group will be the CLAS Faculty Council.
* Sarah will get in touch with Tracy Kohm to request a new logo for the Council and also make changes to update the Council website.

Meeting adjourned: 10:05 AM