

CWGS Faculty Meeting

September 30, 2015

AHC 4-402 MMC and AC1-319, BBC

Minutes

Faculty introductions:

Present at MMC: Shane Landrum, Vicki Burns, Suzanna Rose, Melinda Hoder, Jarka Miksouska, Judith Bernier, Suman Kakar, Suzanne Koptur, Sandy Skelaney, Eric Carpenter, Uma Swamy, Ellen Cohn, Susanne Zwingel, Claire Brault, Maya Boutaghou, Jessy Abouarab, Vrushali Patil, Barbara King, Kirsten Wood, Diana Barratt, Marissa Ball, Yesim Darici, Michael Heithaus, Rosa Henriquez.

Present a BBC: Lynne Barrett, Tometro Hopkins, Meri Jane Rochelson, Mary Lou Pfeiffer, and Valerie Patterson.

Director's announcements.

Dr. Darici announced Dean Heithaus

Dean Michael Heithaus introduced himself and announced that the Provost has approved the Women, Equity and Diversity Office at the Office of the Provost. This office will be led by Dr. Suzanna Rose to work on the issues at hand. Dr. Rose will continue to be Associate Dean of CAS and a search for a new Director in SISH will take place. He mentioned that there are plenty of talented faculty that could fulfil that position and the search will be internal and a committee will be formed to choose a candidate.

A formal announcement will be sent out by Provost Furton about the function of the office. The office will be open in January, 2016. He also commented on increase of the college's graduate rate this past academic year according to their performance metrics 5-6 year plan. Performance funding is not recurring and ends up getting cut at the end of the year. LA (Learning Assistants) programs are very successful and students love them. They are trying to get more ideas to expand this program.

Q&A for the Dean:

Dr. Uma Swamy, Chemistry, mentioned that she uses a lot of LAs and wonders if this program will be available for other departments and disciplines.

Dean Heithaus said that they are working on a funding model to have LAs help out CAS Ph.D students free up some of their time.

Kirsten Wood, History asked if there will be any LA in Humanities. Dean Heithaus said that they would have to be properly trained as the program is for STEM students.

Dr. Rose asked: now that SIPA is its own School/College how will the faculty lines/joined appointments with CAS work? Dean Heithaus said that will have to be worked out with Dean Bill Anderson.

Dr. Rose thanked Dean Heithaus for his support in helping with the process to get this office to open.

Dr. S Rose: The Provost will soon announce a new Office in Academic Affairs to address the concerns and recommendations that the Provost's Council for the Advancement of Women and Minority Faculty, chaired by Dr Yesim Darici, presented to him in May 2015 on behalf of women faculty and to the Provost Council for Advancement of Women and Minorities Committee for their advocacy and continued support.

This is a great success and it is an example of what can be done and achieved when women unite. We attended numerous meetings, we will continue to collaborate and Dr. Darici was a catalyst in making this happen. This office will be open to everyone in the university but mostly it will benefit women with issues of equity, salary, diversity etc. One of the plans is to develop a Mentor Proposal Program. We need more diversity in many departments. The equity part will be the most difficult to come about, faculty salary compression.

The office will be led by Dr. Rose and she will have some faculty working with her as well as staff. Dr. Rose will report directly to the provost, Dr. Furton and work with Dr. Meredith Newman, Vice Provost for Faculty and Global Affairs and we will have additional staff. This office will be working closely with faculty senate and the union. The location of the office will be in PC 2nd floor.

Dr. Rose thinks this is one of the biggest successes for women in the last 15 years that she's been here at FIU.

Dr. Darici introduced:

Two new core faculty

Dr. Victoria Burns - Visiting Assistant Professor in Women and Gender Studies. Currently teaching WST 3641 LGBT and Beyond and WST 3015 Intro to Global Gender and Women's Studies

Dr. Judith Bernier – Director, Center for Labor Research and Studies. Currently teaching WST 3106 Intro to Global Diversity

One new adjunct - Sondra "Sandy" Skelaney – Creator of Kristi House, Head of the Ignition Fund Organization. Currently teaching WST 4930 Sex Trafficking and Modern Day Slavery.

One new GA – Jesse Abouarab, Ph. D student in PIR

Vicki Burns talks about Violence against women

She passed a flyer and a signing sheet asking interested faculty to sign and collaborate with this initiative. There will be a networking reception on Friday October 16. This will be a casual meeting to start dialog. She wants to do research and community partnerships with organizations. She will email the interested faculty.

Melinda Hoder, SISH mentioned encouraged faculty to visit the website endviolence.fiu.edu and if they are experts in the subject, they can request their name to be added to the list of experts. Also faculty might want to develop a part of their syllabus with a violence component on it.

Tenure and promotion procedure

When a faculty member is going thru tenure and promotion, having a 2nd line in Women and Gender Studies does not benefit them. The service they provide for Women's and Gender Studies does show in the file. There is nothing clear in the T&P manual regarding joint appointments and there needs to be a change in the T&P procedures.

Hiring future GAs

Darici – Because of the change with SIPA, next year it will be harder to hire GAs or TAs from GSS, PIR etc. We need to discuss this issue because CAS is very protective of GA money

Meri Jane Rochelson heard a rumor SISH and SEAS are being removed from CAS and Dr. Rose commented that these are entities that have been very successful fundraising and to have reached or tried to, the FIU funding goal and grant development. The themes of each school attracts donors.

Vrushali Patil

A committee should be formed of faculty from different schools to decide the institutional position of Women's and Gender Studies. This committee should also discuss if WGS should be a department or continue to be a center.

Volunteers: Kirsten Wood, Ellen Cohn, Suzanna Rose and Vrushali Patil

Dr. Darici thanked everyone for their support, participation and for coming to the meeting.

Meeting adjourned 4:30pm.