

Faculty Meeting
October 18, 2016
AHC 4-402 MMC and AC1-319, BBC

Minutes

Faculty introductions:

Present at MMC: Yesim Darici (CWGS and Physics), Michaela Moura-Kocoglu (CWGS), Kristen Wood (History), Caroline Simpson (Physics), Barbara King (Education – Teaching and Learning), Suzanna Rose (AWED), Asia Eaton (Psychology and CWGS), Ellen Cohn (Criminal Justice), Zahra Hazari (STEM Transformation Institute) Susanne Zwingel (International Relations), Cheryl Brewster (College of Medicine, Office of Diversity), Vicki Burns (CWGS), Suzanne Koptur (Biology), Eric Carpenter (Law), Gisela Vega (Multicultural Programs), Tamara Gonzalez (CWGS – Program Coord.), Allison Sardinas (CWGS GA)

Present at BBC: Tometro Hopkins (English), Lynne Barrett (English)

Director's Announcements:

Dr. Darici: The Provost is establishing a CWGS Executive Board composed of Deans from every college. Initially, he's going to form this executive board with just a couple of Deans, and then he will expand. Also Dean Heithaus will form an Advisory Board for CWGS to make decisions and to advise me. These are the two important things that I was hoping we would have established by the time we had this meeting. They are still working on them.

Dr. Ellen Cohn: Just to clarify, so the Dean said he is going to form an advisory board for our own Center disregarding the bylaws?

Dr. Darici: I think he's going to ask the affiliated faculty for names. I think he wants to work with the advisory board closely and when someone gets on the board they can suggest other members as well. I think it will be open for discussion.

Dr. Suzanna Rose: Is the advisory board constituted by Heithaus only going to include CAS faculty? Or is it going to include faculty from everywhere?

Dr. Darici: No, I told him it should include faculty from everywhere because the whole idea is that we are everywhere, our affiliated faculty is everywhere. That's why the provost is getting deans from other schools and that's why Heithaus will form the faculty Advisory board from all colleges.

Dr. Ellen Cohn: I'm just very confused as how they would essentially pick our bylaws and throw them away and pick over it like that, basically saying that everything that you have been doing is not happening anymore.

Dr. Darici: Well, I think only the Dean can explain that and I can ask him to come one day when there is a meeting and explain it.

Dr. Ellen Cohn: How can they just throw away our by-laws and cancel the elections?

Dr. Darici: because they want uniformity, that's what I was told.

Dr. Ellen Cohn: What happened to faculty governance?

Dr. Suzanna Rose: Every center has to have the same rules.

Dr. Darici: Every center has to have the same rules and should be treated the same way. Faculty governance is a myth. I agree with you, we want to govern, but at FIU you know, they are making new rules.

Dr. Ellen Cohn: Why put the effort of creating school constitutions and bylaws and everything else ends basically when the administrators feel like doing whatever they want. They just change the rules and you have to conform regardless of what actually is required by their rules and bylaws.

Dr. Darici: You're right, Ellen.

Dr. Ellen Cohn: The university claims that the faculty runs things and then the university basically runs their own show and cancels an election and cancels and reorganizes the college without any input from the members of the Center. And basically says we would like to hear what you have to say and then we're going to do what we want and if it's completely opposed to what you want, then we don't care.

Dr. Darici: Yes, you summarized it well.

Dr. Lynne Barrett: In English we re-did our by-laws last year and in various points, whenever we had to discuss something, it was deferred or was not allowed any more. Incrementally in the 35 years I've been here, it used to be very open with faculty governance. The problem is that there is no outstanding power, we feel powerless to say no.

Dr. Suzanna Rose: Really relies on the department level and that the unit that has the authority to do tenure and so forth, the centers and institutes are kind of outside and not part of that.

Dr. Ellen Cohn: I was just wondering if our bylaws have in fact been amended and is it even worth to amend them?

Dr. Darici: I can ask the Dean to come and he can explain but he wants all the centers and institutes to be run exactly according to the same bylaws, same rules.

Dr. Ellen Cohn: Well that doesn't make sense because all the centers are different and all have different goals.

Dr. Darici: You should tell him. I have as much power as you Ellen, unfortunately.

Dr. Ellen Cohn: So what is the rationale behind that thinking? I mean that's like telling men and women that they have to operate the same way every day. It's just that different, I mean so what is, what is the goal of this uniformity?

Dr. Darici: Don't ask me. And I'm sure he was told by the provost and the provost was told by the president. That's how it goes as far as I know.

Dr. Suzanna Rose: I'm on a committee where they're trying to standardize all the center and institute appointments, if you go on to the research office website it shows you what you have the structure of the center and the institute has to be. Women's and Gender Studies is a center, it's not a department, it is a center model and that's what I was explained. It's based on this committee that Meredith Newman is running that they are standardizing all institutes which are supposed to be research centers not institutes. There's only a few that do not have a degree program at all.

Dr. Darici: So if you guys want, I can ask Mike Heithaus or even if you want the provost to come to our next meeting so they can explain and you can ask your questions because I know as much as you do. Nothing more.

Dr. Ellen Cohn: I just don't understand how a center like I don't know, Center for Administration of Justice, which is a research center, is supposed to be run the same way as us, we are offering degrees, it's a completely different program, different organization, it is completely different structure, center for administration of justice doesn't have faculty, core faculty affiliated faculty, it's a research center to run grants through. So how is it supposed to run the same way as a program like this which involves, students running through it and clubs and offers degrees and has projects and activities and advisory board, you know... I'm preaching to the choir. So bring him.

Dr. Darici: So we have two active committees: personnel and curriculum committees Asia and Michaela are in charge of those.

Dr. Darici: Next year hopefully we will advertise and hire an instructor. We had several events this semester – they are all on our website. It's up to date. We have several events planned for next semester. We have the 20th anniversary of the BA in Women Studies coming up in the Spring so we should do something. Would you please email me some ideas or some people we can invite? I have nothing solid or no concrete ideas to share yet but I'm asking everybody.

Someone asked: do we have an alumni list?

Dr. Darici: We have an active alumni list that we can use. In fact, we have an alumnus running for office so we can work with them. I was going to mention this later, but we are also very active on Facebook, Twitter, and soon LinkedIn. We would like to communicate with our alumni through LinkedIn. Please "like" us or connect with our pages.

Someone asked: Is there a group? LinkedIn group?

Dr. Darici: Not yet.

Dr. Suzanna Rose: We should invite all of us.

Tamara: We have a Facebook, twitter, but not LinkedIn yet.

Dr. Darici: So, we have a few good news. We received the big NSF grant for the institutional transformation and we have the AWED office - we don't have it yet but it will be in PC 230. So, I will let Suzanna talk a little bit about the office and the grant and some things you will be interested in like faculty catalogs in the office, etc.

Dr. Suzanna Rose: I thought I'd be in the new office by now but the graduate office hasn't moved out of the suite, hope to be done in January. Part of the arrangement with the provost was to have two faculty fellows in the office and I'm putting together some solicitations for this. I'm thinking this will be a two-course release for a year maybe we can make it renewable for a year. We haven't quite yet figured it out but I welcome your input as to what you think about this. There are different projects that can be involved. The faculty mentor program runs out of the office, the stride committee is another area that we need to have representation. We need to expand that across the university to get some other disciplines involved because it's been very science dominated and now we're trying to bring in some other members. So these projects are major in and of themselves and they don't even touch on anything that's in the grant that now has fallen into the office. So the ultimate goal of the institutional transformation grant is to develop an FIU culturally-specific bystander intervention program to deal with race and gender bias here at FIU at a faculty level, and there by increase the diversity of the faculty we hire. So we know that this is going to be very challenging and I know that some officers did have quite a chuckle when looking at our proposal, but we're glad they funded us. They said that we have really challenged yourself, because we do have a lot of cultural differences. We have English as a second language, student body and faculty particularly in the STEM field who come from different countries, different gender roles. NSF is looking at us to hire African American and Hispanic American faculty when most of our diversity in our faculty is not U.S. born American. We haven't really done much cultivation of our own population here.

Dr. Darici: And we will have a training workshop, teaching us how to do the bystander intervention.

Dr. Suzanna Rose: Right. So I invited the University of New Hampshire, they have a very well bystander intervention program for sexual assault. They do the trainer program and we're bringing them in in February. Half of the attendees will be faculty so we can figure out what an effective bystander intervention program looks like. So the idea behind bystander intervention is that you help people think through different scenarios and how they would react where they see sexual assault. For example, if you see your women friend go up with five guys and she's really drunk - what do you do. We're trying to figure out what we do as faculty level - we're not saying let's confront everybody and deal with it that way, we're trying to get people to think that if something happens what could you do or what could you do next time to simply prevent that kind of thing from happening.

Dr. Cheryl Brewster: You said February?

Dr. Rose: Yes February 3rd.

Dr. Cheryl Brewster: And how will we know about getting into the training?

Dr. Suzanna Rose: Yes well it's \$400 and it's a maximum of 40 people. Student affairs is putting in some of the money because I didn't know if I could get enough money. Sounds like it'll be good for you Cheryl, especially with the med school. And we have to get some students in there too. They have made this a franchise in the University of New Hampshire and have had very good results relieving sexual assault on the campuses they choose.

D. Darici: And also after we are trained then you know, we can train others. So it is not going to be limited at FIU thirty - forty people so if we are trained, a few of us can get together and train another 30 and another 30.

Dr. Suzanna Rose: We will have training materials for 5 years as a part of this program.

Dr. Suzanna Rose: Another thing I wanted to mention was that we're having the Women faculty research institute on May 5th and I want you to set the date on your calendars, I just wanted some feedback on ideas you might have or what you might like to see, at some point have a panel on how they have negotiated things at FIU.

Dr. Darici: As you know, we have 2 initiatives. Women in STEM has just started and we had a good meeting. We will do the minutes and attempt to achieve a few things before the next meeting. I already raised some money for STEM students to attend a meeting. Another good news is that I found money for our other initiative, Violence Against Women and Human Trafficking. We will be able to hire somebody full-time to do something with this initiative and to get it off the ground. If I get the money, this would begin in January.

A couple of months ago, I went to an LGBT student event by Gisela Vega. There were over 100 students there. I would like to work together with Gisela and to convey to the students that the Center is there for them.

We are doing very well in terms of our students. Our enrollment numbers for our courses is doing great. We are also starting a new course – Michaela and Eric can explain briefly.

Dr. Moura-Kocoglu: So briefly, we are in the process of developing a COIL course. COIL stands for the Collaborative Online International Learning and the idea originated at SUNY. The way it works is that a University in the U.S. teaches their specializations like ours is Women Studies and another university across the globe would also teach their specialty. The idea was to teach a course on Gender Violence and Global Perspectives. There are only 3 COIL course on gender violence worldwide. FIU is in the process of becoming a COIL center so this is driven by the Global Learning Institute and the course that I am working on with Eric.

Dr. Darici: So the idea is to work with a Turkish University (only because I'm Turkish) or any middle eastern university. If you have any connections with any other university, please let me know. Last year CWGS's WST 3015 Intro course was in the top 10 choice by students taking global learning courses. Big success. I want to thank Vicki and Michaela who teach this class. And the reason for such high enrollment in these courses is because of them.

We discussed this last meeting but I'll mention it again. We decided not to do the student conference anymore. We found alternative conferences that our students can attend like the Honor's College Undergraduate Conference, Psychology has one, so if you have a conference let us know. So please encourage your students to go.

Dr. Cheryl Brewster: Along the lines of what you were saying, there are 2 conferences coming up in Spring. One deals with transgender issues and its done at Barry University. The other is a student group on campus that is going to do the Social Justice Summit and I think it works well with our area, our departments and our students.

Dr. Darici – yes, we can even be a co-sponsor. Instead of reinventing the wheel, we prefer to collaborate with other events. Also, we are trying to have events during our classes so we have at least 40-50 people attending.

We also had the Women in Politics panel since it was a good time before the elections and we had the voter's registration paperwork to encourage voters to sign up. We had a politician from Doral, head of the Florida democratic party, someone from the SAVE foundation and associate dean from the honor's college. 10 minutes before the event was starting, I received a text that the mothers of Trayvon Martin, Eric Garner and Sandra Bland are here at FIU and will be next door to our event doing something else. They wanted to pass by our event and talk. I said yes, rearranged the panel, and told the panel members that I will short their times to give them time to talk. So they came, and it was wonderful. After that we got in trouble because the Black Student Union said that we didn't invite them and that they didn't know that we were inviting the mothers. Now, I am going to try to get them back for a planned event.

Dr. Darici: Any new business? Yes, we have 2 very active clubs. Allison, please tell us about them.

Allison Sardinias: Our clubs are WSSA and WSGSA – undergraduate and graduate organizations but we work together. Right now, we are getting the Vagina Monologues back to FIU and it will be in February. Within the weeks, we will be holding auditions for it. Please help us tell your students about it. We are also thinking about a signature event – maybe something with poetry or linking it with our 20th Anniversary event.

Dr. Darici: Every Wednesday, we will have a table in GC promoting our Center and our events. So this is it, thank you very much for coming and we still have a lot of food, please enjoy.