Faculty Meeting Minutes—February 19, 2010

I. Call to Order
a. Rick Pointer called the meeting to order at 3:34 pm.

II. Faculty Devotional
a. Erlyne Whiteman offered a devotional to the faculty.

III. Report from the President
a. Gayle Beebe offered some remarks to the faculty, including the following:
   i. Vicente Fox’s visit went well.
   ii. Jeff Schloss will be installed as T.B. Walker Chair next week.
   iii. Faculty salaries will receive a 2% raise next year. They have modeled 4% raises for several years following next year.
   iv. Plans for the Capital Campaign are proceeding well.

IV. New Staff Introduction
a. Robert Ruiz introduced himself to the faculty.

V. Business of the Faculty
a. Approval of the Minutes from 1-29-2010
   i. The faculty approved the minutes from 1-29-2010.

b. Faculty Council Elections for 2010/2011
   i. Votes for Faculty Council were taken by paper ballot.

   Tom Fikes returned the meeting to order at 4:26pm after a break.

   ii. Kim Kihlstrom and Mark Nelson were elected to Faculty Council for three-year terms.
   iii. Susan Penksa was elected to Faculty Council for a one year term (replacing Helen Rhee during Helen’s sabbatical).

c. Motion re: Emeritus/Emerita Faculty (Handbook sect. 2.1.1.2.2)
   The faculty affirmed the following for emeritus/emerita status by a voice vote taken for each candidate (the candidates were presented by Faculty Council based on departmental recommendations):

   i. Stan Anderson
   ii. John Murray
   iii. Gayle Tucker
   iv. Ruth Tucker
d. **Reports on Diversity Recruitment**
   
i. **Annual Departmental Diversity Recruitment Reports**
   
1. Chris Milner reported on Faculty Council’s review of departmental diversity recruitment reports. Her comments noted:
2. 14 departments filed reports, 6 did not.
3. Departmental approaches vary. The following strategies emerged:
   
a. Departments examined curriculum and course offerings in relation to diversity, modifying offerings and learning outcomes to reflect diversity goals.
   
b. Networks were built and contacts nurtured with alumni, with colleagues at other institutions, and through strategic conference attendance/participation.
   
c. Actively searching departments developed their job posting language to increase the diversity of their applicant pools and directly contacted diverse candidates. Also, special efforts were made to hire diverse adjunct and temporary faculty.
   
d. Diverse speakers were brought to campus.

4. Systematic efforts in all of these areas seems the most effective.

5. In conclusion, there is no formula for success in this area. A focus on hiring alone is not sufficient, as this can focus on diversity as a problem to be solved rather than a way of living and an environment conducive to engaging diverse perspectives.

ii. **Institutional Support for Diversity Recruitment Efforts**

1. Rick Pointer offered remarks on institutional support for diversity recruitment. His comments noted institutional efforts including:
   
a. Publicizing job listings in ways that reach diverse candidates.
   
b. Funding faculty participation in relevant conferences and activities.
   
c. Funding for bringing diverse speakers to campus.
   
d. Maintaining information and resources on the “diversity” section of the Provost’s website.

2. Rick noted that he has asked Faculty Council to devote significant effort to considering questions of diversity at Westmont.

3. Rick reminded department chairs that these reports are due May 15th of each year.

iii. **Discussion of Diversity Recruitment Efforts**
1. Tom Fikes led a discussion about the progress of our efforts to build a more diverse community.

VI. Provost’s Pointers
   a. Rick offered some remarks to the faculty, including:
      i. Highlights of recent faculty accomplishments and activities.
      ii. Noting that next Friday we will celebrate the installation of Jeff Schloss in the newly endowed T.B. Walker Chair.
      iii. An update on our various faculty and administrative searches.
      iv. The formation and/or activities of several task forces:
         1. A task force has been formed to gather information on what other institutions are doing to evaluate the performance of full professors. He hopes to have a new review process in place by fall 2011.
         2. A task force for developing the biblical and theological foundations for diversity has met three times and is working on a brief statement to submit to the Diversity Committee of the Board of Trustees.
         3. The Global Initiatives Task Force (created by the President) has met three times, focusing on a set of student learning outcomes for global education. Moreover, three particular locations are under consideration for an off-campus base to be operational as of spring 2012: Cairo, Egypt; Istanbul, Turkey; and Israel/Palestine.
      v. An update on enrollment: our high numbers this semester reflect an exceptionally high retention rate and a good number of transfers and new freshman.
      vi. An update on construction and use of vacated spaces: Classes will begin in the new buildings in January of 2011. Reynolds Gallery will then be renovated to house the Music Department. This will create space in Porter Hall for Theater Arts. Music will be vacating Hubbard Hall, which will become a lab space for the Biology Department.

VII. Adjournment
   a. Rick Pointer adjourned the meeting at 5:39 pm.

Respectfully submitted by Jesse Covington