

Faculty Meeting Minutes
December 12, 2014

I. **Call to Order:** Mark Sargent called the meeting to order at 4:02 with a reading.

II. **Faculty Introduction:** Tim Van Haitisma introduced himself to the faculty. Among other research findings, Tim determined that caffeine works as well as albuterol (in strong enough doses).

III. **Presidential Report:**

- A. \$500k has been donated to the Eaton Center.
- B. The check for remodel of Whittier has arrived.
- D. Commencement will be moved 30 minutes earlier to reduce the number of heat-related incidents.
- E. Spring enrollment looks good, but retention is a bit soft.
- F. Thanks to those who helped with the Ferguson conversation.
- G. Follow up on Cleary report: All reported incidents were included in the report and staff is not aware of any unreported incidents.
- J. Board of Trustees: Efforts to increase the diversity of the board continue. There are twenty sitting members and four in queue. This number includes nine board members who are women or from underrepresented groups. One third of the board should be high net worth individuals.

IV. **Approval of Minutes:** The minutes of November 14, 2014 were approved by consent.

V. **Michelle Hardly:** Grades are due Dec. 29 at noon. This deadline is important for athletic eligibility.

VI. **Scholarship for Tenure and Promotion Discussion:**

The Faculty Handbook includes categories of scholarly activity but does not specify any quantities. Caryn Reeder presented three options for small group discussion. The results of these conversations will provide context for the discussion in the personnel committee and in faculty council.

Russell Smelley led a second round of conversation around the topic of the level of scholarship that we seek in our faculty.

VII. **Diversity Reports and Hiring:** We have shifted a bit from asking about networking to asking about changes made to make our departments more attractive to a diverse pool of candidates.

Tito Paredes (from Diversity Committee): Many departments are doing intentional work to become departments that take seriously the goal of making our hiring and curriculum

more diverse and global. Biology, English, Sociology were highlighted as examples of departments doing good work in this area.

Marianne Robins (from Faculty Council): The Diversity Committee is grateful to see intentionality in departments' work toward diversity. We should distinguish the different types of diversity in the reporting form. Global diversity should not count for all diversity. Prompts are helpful because they ask about progress but are not particularly helpful when a department is stuck and needs help to make progress.

Mark Sargent (on hiring): Diversity is important for the future of Westmont. We need to see diversity not as an external requirement, but as a critical piece of our identity as a learning community.

Recent indications of progress: In 2006, 10% of the faculty was non-white. In 2014, this percentage increased to 14%. 36% of the faculty is female. Only four of the last twenty hires were white male. Approximately 60% of candidates recently invited to campus were persons of color.

Principles

1. We need elasticity in job descriptions to allow for persons with slightly different interests.
2. We need to continue to build networks.
3. We need to exercise patience and be willing to defer a search.
4. We need to make sure that we are a hospitable place for diverse faculty

VIII. Faculty Council Christmas Report: Report in song

IX. The meeting was adjourned at 5:31.