

**A. Review & Motion to approve minutes from April 13, 2022****B. Announcements/Informational items****1) Moment of Thanks.**

**2) Congratulations.** Alison Ham is Anthropology's new **Bilinski Fellowship** for AY 2022-2023. Kelly Goldberg was also awarded a **CAS Faculty UG Teaching Award for Professional Track Faculty in maths/sciences** now granted annually to PTF who provide exceptional learning experiences to our undergraduate students both inside and out of the classroom.

**3) Website updates.** 1) Please send Atieno a list of the names and thesis titles of UG students that you directed. Eric can send Ati DURT students information, but any other Honors College students mentored would be missed. This information we'll use to update the list on our website. 2) If you are doing any fieldwork this summer that provides opportunities for the collection of visual images depicting the work that you do and/or the activities we study please take some high quality digital photos. We need to update some of the banner images on the several of the webpages.

**4) Personnel & Hiring Updates.****5) Annual Review Letters Forthcoming****6) Fall Retreat Results – August 17, 2022.****7) 2022-2023 AY Administrative & Departmental Committee Appointments**

a. **Graduate Director:** Terry Weik

b. **Undergraduate Director:** Eric Jones

c. **T&P Chair:** Sharon DeWitte

d. **T & P Committee:** All Tenured FTE faculty whose primary unit is Anthropology

e. **4 Field Curriculum & Course Scheduling Committee:** Chair \_\_\_\_? \_\_\_\_; **Wing-Leaders:** Sharon (Bio); Eric (Arch); John (Cult); Jennifer (Ling)

f. **Website Committee:** Chair Jennifer, UG Director Eric, Grad Director Terry, \_\_\_\_? \_\_\_\_; Staff Atieno

g. **Faculty Senator:** David Simmons

h. **CAS DEI representative:** Kelly Goldberg

i. **Space Ecology Committee:** Jennifer, Atieno, Carlina, \_\_\_\_? \_\_\_\_, 2 AGORAE Reps TBD

j. **Colloquium Coordinators:** Monica & Nima

k. **Arch Search Committee:** Terry, Eric, John?, graduate student rep.?

**8) LeConte Basement Renovation Update.** Ready for occupation likely in July!**9) CAS News.****a. Searches & Hires.**

a. **CAS Vice Dean of DEI** will be Mylene Culbreath – start date July 18<sup>th</sup>

b. **AD of Research & Grad Studies** will be announced later this week early next.

- c. **Two more searches on-going.** AD of Natural Sciences next week; PD for AD of Interdisciplinary studies and Initiatives will post next week and be open for 3 weeks; expect decision for that early to mid-June.
- b. **Blueprint discussions with Provosts Office** – during Blueprint meetings with Colleges, Provost Office asked Qs about Prof. Track faculty voting rights within CAS units and what the consensus might be with regard to governance... we can expect the Dean's Office to be taking stock of this and hammering out some guidelines, perhaps developing some consistencies across the College when possible and having units do so as well if they are ill-defined.
- c. **CAS will experience major taxations over the next 4 years impacting the College Budget.** This is in part due to the shift in enrollments under to COVID. Shifting proportion of in-tuition over out-of-state tuition = 5.3 Million fewer tuition dollars coming back to our College under the VCM budget model. **Then on top of that there will be an 11.7 Million\$ of recurring dollars being taxed to support the start-up package of the incoming President.** This 11.7 Million will be part of the President's 40 Million\$ recurring fund along with 80 Million\$ one-time money for signing on to the position. = 17 Million\$ in taxation for the next 4 years that will be going out of the College and not coming in. Means more pressure to bring in dollars though External Grants and Development. Means too that the incoming President, who we know rewards units that do more with less will be predisposed to invest in Colleges that are viewed as successful. Ex. CAS STEM units ranked 6<sup>th</sup> place this AY in external grants secured per TT faculty! Public Health #1. College of Pharmacy within the top 3. This feeds into misperceptions that our College is largely a service unit and therefore not worthy of investment for research as compared to other Colleges.
- d. **VPR and College will be working to institute policies that reward faculty for securing external funding where they can bank on using some of IDCs earned.** IDCs will be a major issue moving forward given current resource scarcity –for paying for GIAs on external grants and for enhancing Graduate Student stipend funding [depends on who is the AD of Research and Graduate studies in the College]
- e. **Give 4 Garnet on May 18, 2022**– campaigns for Beyond the Classroom Experiences (needs based fund for study abroad, internships, research) to increase number of small donors [giving a minimum of 5\$]. Early Bird competition: units to get most between 6-8 am will get an additional 8K to their general fund. Getting the word out to alumni to participate. Social Media All stars: 10K most donors through social media link between 4-5. Fill the map: unit with a donor from the last state to “fill-in-the 50 state map” to give gets 7K toward departmental fund.

### C. Reports and discussion:

- 1. **Space Ecology Committee Policy & Procedures Proposals** – Reynolds
  - a. **For Allocation of Faculty Office Spaces**
  - b. **For Allocation of Graduate Student Office Spaces**
  - c. **For Creation of a Lounge**
- 2. **Graduate Director** – DeWitte
  - a. **Fall \$1,500 will be allocated from CAS to the Department for graduating 1 new PhD this Spring – can be used toward our internal “skills and professionalization fund”**
  - b. Annual Review of Graduate Students

**3. Personnel Discussion - Reynolds****D. Old Business**

This year our out-going Graduate Director identified a workable set of guidelines for us to use as a means to facilitate and set expectations for productive mentoring relationships with our Graduate students. This was one of several goals we set for ourselves in improving the climate in our Department. We have a few outstanding DEI goals to tackle next year, which will be the tasks for our Graduate Director and Chair of T & P for next year.

- 1) We should be assessing on an ongoing basis how comfortable GIAs are in reporting issues (including what they witness happening and experience personally) to their supervisor, to the Grad Director, and/or their mentor, and when these arise how satisfied or not are they with how they were handled. This is definitely one site where microaggressions can play out through UG-TA, UG-Instructor, TA-TA, and TA-Instructor interactions. If the existing means of assessing and addressing microaggressions don't work we can figure out a different pathway to pursue.
- 2) At the retreat one of the topics we can explore is how to undertake meaningful peer teaching review discussions where faculty actually think through together what it takes to create transformative learning spaces and not fall back into reactive responses. We can begin with the team taught courses for this as we support each other and facilitate the training of our GIAs. This is where I find a many of the professional development workshops fall flat even though some can and do help in particular ways.
- 3) It is clear that the T&P criteria need to be updated to better reflect what counts as a reasonable goal for a Biological Anthropologist runs a lab. At this time we can also chip away at some of structural underpinnings that differentiate how different faculty pathways are supported (or not) and evaluated, while keeping in mind the CAS mission to promote and reward faculty research including the pursuit of extramural funding. We also need to change the way make comparisons for the student course evaluations as those are problematic.

**E. New Business****F. Good of the Order**