Minutes
College of Design Faculty Assembly
Friday, November 22, 2013

Present:
Architecture: Lee Anderson, Renee Cheng, John Comazzi, Bill Conway, Tom Fisher, Lisa Hsieh, Jim Lutz, Julia Robinson, Sharon Roe, Ozayr Saloojee
Apparel Design: Missy Bye, Lucy Dunne
Graphic Design: James Boyd Brent, Sue Chu, Brad Hokanson, Steven McCarthy, Barbara Martinson, Eugene Park, Carol Waldron
Housing: Marilyn Bruin, Becky Yust
Interior Design: Abimbola Asojo, Caren Martin, Stephanie Zollinger
Landscape Architecture: Brad Agee, Vince DeBritto, Laura Musacchio, David Pitt
Product Design: Barry Kudrowitz
Retail Merchandising: Hyumjoo Im, Kim Johnson, Hye-Young Kim, Juanjuan Wu
Research & Outreach, Interdisciplinary: Pat Hemmis, Billy Weber
Regrets: Tasoulla Hadjiyanni
On Leave: Braine Brownell, Cynthia Jara, Jeff Crump
Staff: Kathy Witherow

I. Call to Order: Barbara Martinson called the meeting to order at 9:05

II. Approval of 5/20/13 Minutes. Minutes approved

III. Deans’ Update
PowerPoint of the Deans’ presentation is posted on the governance site.

Brief Report from Senators/Standing Committees:

President’s Strategic Planning Committee: Renee Cheng reported that, to date, effort has been on getting feedback. They are at the beginning of the drafting stage. The committee is “moving into the meat of the process.”

Senate: Hye Young Kim reported that recent agenda items included
  • President Kaler’s strategic plan
  • Promotion of interdisciplinary research (this is at the discussion stage)

  Addition to the Senate Report: Regarding President’s strategic planning presentation, one of the items the senate questioned was his idea of developing a key metric to evaluate and sort out graduate programs (well-performing programs vs. under-performing programs). Some expressed a concern that the metric may be too much focused on quantitative criteria (e.g., number of students).

Curriculum: Joe Favour reported on the activities of the two meetings held to date. The motions presented by the Curriculum Committee were voted on as a block and approved. Please refer to executive summary.

AFCC: Adam Jarvi reported:
  • AFCC work centers on 2 themes: clarity and communication
Three objectives for this year
- Clarity to adjunct hiring and promotion process
- Communicate process of navigating vast array of resources at the College and University
- Improve our own teaching and learning; increase connection with full time faculty

FCC: Written report from Joe Favour was included with the agenda.

Diversity: Holley Locher reported on Diversity Committee activities
- Ally workshops scheduled for December 6 and December 13. Everyone is encouraged to attend.
- Hosting a Diversity and Design Panel in February. There is funding from Target to assist students who participate.
- Applying for funding to create gender neutral restroom for Rapson Hall
- Hye-Young Kim made a statement about broadening our definition of diversity. Following the meeting she requested that a clarification be shared with the faculty:

_Hye-Young’s comment on “visually-impaired students”:_ I would like to bring your attention to what I heard from a student representative at the diversity committee. The student representative talked about his peer student with a visual impairment who had enthusiastically started studying in our college but recently decided to quit. It is unclear why this visually impaired student had to quit his academic pursuit in our college. It may be his own personal reason but it may be also related to our lack of structural and cultural support: (a) absence of flexible curriculum; (b) limited technology solutions, (c) less inclusive learning environments; and (d) all the problems combined.

I am not making any motion to be approved/opposed but exploring the possibility of our collective wisdom for this specific problem solving case. “Is Design still an impossible area of study to students with visual impairments?” “What would be our answer for the next pioneering student who challenges the dominant logic (i.e., Design is basically a visual field of study.)?” “Are we excluding a certain group of students because of our inherent nature while striving to expand a student base?”

Please see this powerful speech (Thank you Pat for sharing this with me). [http://www.ted.com/talks/chris_downey_design_with_the_blind_in_mind.html](http://www.ted.com/talks/chris_downey_design_with_the_blind_in_mind.html) It says if we do something for the blind, everyone else will benefit from it. Likewise, if we have a support system for the blind, I think it will contribute to our strategic direction of recruiting students from underrepresented groups, other states and countries.

Academic Technology: Loren Abraham reported
- Committee met once, discussed the dean’s charge to identify revolutionary and disruptive technologies and prepare the college for change. Measurable objectives need to be established, centered on the themes of explore, evaluate and communicate. Tom offered to float ideas from the committee to the Vice President of Technology for possible funding.

Honors & Awards: First meeting scheduled for December

Interdisciplinary: Pat Hemmis reported that the committee is looking at the implications of expanding the number of students and identifying natural partnerships. Also looking at implications of decisions that increase revenue, including

IV. Old Business:
   a. Proposed edits to Bylaws. AFCC proposed amendments were approved
b. **Academic Structure.** Barbara Martinson reminded faculty of the spring 2013 committee and report. Steven McCarthy acknowledged that (a) some actions have been taken as a result of the report and (b) the dean has made it clear that he is not in support of Graphic Design becoming its own department at this time. Steven then questions whether there were smaller measures that could take place to address the report recommendations, specifically around resource allocation, autonomy and transparency. It was determined that many of the issues raised are specific to DHA and should be addressed at that level.

V. New Business

a. **Salary equity report.** Barbara Martinson shared an update from Jan Batt on the process:

   *The process identified by Vice Provost Arlene Carney’s July 1 2013 letter has been delayed. At this time, the individual “salary structure overviews” for each college and department has not been provided to colleges, nor have the specific instructions to be followed in conducting salary equity reviews been finalized. Arlene Carney and former Vice President for Human Resources Carol Carrier are in the final stages of finalizing the process. A Salary Equity Review Committee will be appointed once the final process has been clarified.*

Steven McCarthy requested a discussion on this, particularly in regards to transparency of salary and equity decisions at the college and department level.

VI. **U of MN Portal Presentation.** Susan Geller and Santiago Fernandez-Gimenez presented information about the status of the University’s portal transformation. Additional information can be found via the following:

- Website: z.umn.edu/portal. From here you can launch into the rough draft
- Email comments and questions to: umportal@umn.edu

A short video talking about the collaboration with Design Thinking @ College of Design spring 2013 can be viewed at this link: [http://www.youtube.com/watch?v=dQqnwU0MfZo&feature=youtu.be](http://www.youtube.com/watch?v=dQqnwU0MfZo&feature=youtu.be)

Meeting adjourned at 10:35

Minutes submitted December 4, 2013

Next Faculty Assembly:
Friday, April 25, 9:00 – 10:30
274 McNeal Hall