Minutes  
College of Design Faculty Assembly  
Friday, April 25, 2014

Present:
Architecture: Renee Cheng, John Comazzi, Tom Fisher, Mary Guzowski, Cynthia Jara, Andrea Johnson, Julia Robinson, Marc Swackhamer
Apparel Design: Missy Bye, Karen LaBat
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, Stephanie Zollinger
Landscape Architecture: Brad Agee, David Pitt
Retail Merchandising: Hyumjoo Im, Kim Johnson, Hye-Young Kim
Research & Outreach, Interdisciplinary: Pat Hemmis, Lin Nelson Mayson
Regrets: Bill Angell, Bill Conway, Tasoulla Hadjiyanni
On Leave: Jeff Crump, Ann Ziebarth
Staff: Kathy Witherow

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

II. Approval of 11/22/13 Minutes. Minutes approved

III. Brief Report from Senators/Standing Committees:

Senate: Hye Young Kim reported that recent agenda items included
- President Kaler’s recent State of the University address. Within the address, he mentioned College of Design’s Degree in 3 pilots in Graphic Design and Retail Merchandising. Other highlights of the address include his call for the University community to have limitless ambition in all we do, intolerance for complacency, civic responsibility and academic excellence.
- Cynthia Jara noted that the next meeting was scheduled for May 1. Library committee is working on open source. Send concerns to Cynthia. Other recent topics include grade inflation (CDES is above the median but not the worst offender), peer review of teaching and the debate over whether or not to condemn HHH’s invitation to Condoleezza Rice. Although the final vote (220-20) not to condemn the invitation was lopsided, the conversation and debate was intelligent and respectful.

AFCC: Adam Jarvi submitted written report following the assembly meeting. Report is included at the end of these minutes.

Diversity: In addition to the previously submitted written report, Holley Locher reported on Diversity Committee activities, including the development of a proposed diversity statement for the college. While faculty members were supportive of the committees’ efforts, there was consensus that there should be opportunity to give feedback prior to a formal vote to approve the statement. After discussion, it was agreed that the statement would be distributed to all faculty for feedback. A one-week review/feedback period would be in place before an electronic vote. The statement will be posted on the College’s website before the end of the semester.

Academic Technology: Written report. See agenda
Curriculum: Written Report. See agenda.

FCC: Written Report. See agenda.

Honors & Awards: Breakfast event scheduled for Friday, May 2 in the Rapson Courtyard

Exhibits: Lin Nelson Mayson reported that several exhibitions are in transition. The Apparel Design exhibit will be removed from Rapson’s HGA gallery May 4 and work by MArch and MLA winners will be exhibited through the summer. All are encouraged to visit the Northrop gallery to view the Architecture Centennial Student drawings.

Interdisciplinary: Written report. See agenda.

IV. Old Business:
   a. Salary equity report. Committee members David Pitt and Kim Johnson responded to questions about the process and information reviewed. Committee looked at information provided to them, including salary data, salary patterns, productivity and length of service. Recommendations were made to the dean. It was recommended that Jan Batt be invited to the fall faculty assembly to address concerns and provide additional information.

V. New Business
   a. Employee Engagement Survey. Lee Anderson was scheduled to present information on activities taken to date, but was unable to attend the meeting. Several faculty members raised concern that not enough was being done to address the issues raised. Comments included:
      - Lunches with the dean are informative, but are not enough.
      - The dean needs to bring in an external facilitator to work with senior leadership and faculty to get to the root of the problem.
      - There is deep dissatisfaction with where things are going.
      - We need a strategic plan for action and improving satisfaction

VI. Update from the Deans. Kathy Witherow presented information about the FY14 and FY15 budget situation. PP is posted on the governance site. Tom Fisher gave updates on the University’s Strategic Planning process, a standardized constitution and bylaws template that the college will have to align with, and possible changes to the Compact process. He also responded to questions and concerns around the engagement survey.

Tom Fisher thanked Barbara Martinson for her 4 years of service as Faculty Assembly Chair.

Meeting adjourned at 10:35

Minutes submitted May 7, 2014
The Adjunct Faculty Consultative Committee (AFCC) recently held its final meeting of the semester. As previously outlined, the AFCC’s activities throughout the past year have been focused on two overarching themes: clarity and communication.

These two subjects have been at the heart of nearly every discussion we’ve had in the past few meetings and are central to our agenda/goal for the year(s) ahead.

With the umbrella themes of CLARITY and COMMUNICATION in mind, my fellow committee members and I have identified 3 primary issues onto which we’d like to focus our attention and efforts:

1.) **Continuing to add clarity and transparency to the adjunct hiring and promotion process.** Some progress on this effort has already been made, with the SoA now including a job title/compensation matrix with every appointment letter. We’d like to see this effort expanded to include the entire College.

2.) **Better communicating the process of navigating the vast network of resources and personnel available to assist adjunct faculty members.**

3.) And perhaps most importantly, **advancing the process of improving our own teaching and learning, by pressing for a more active and formal line of communication and collaboration between adjunct and full-time tenured or tenure-track faculty.** While there is no easy solution to this, it remains a critical piece of the adjunct/full-time dynamic.

Through our discussions as a committee it has become clear that in order to make any measurable progress in any of these three categories, time and effort well beyond our brief meetings will be necessary. Over the coming months, we will be exploring the creation of adjunct task forces that would be formed with the charge of directly addressing topics like those outlined above. To ensure that these task forces are successful, we will also be seeking support from the College in the form of professional development funding for adjuncts interested in participating.

I look forward to seeing these efforts progress and feel that they are critical in the ongoing development of how we, as a College, deliver the best possible education to our students.

Best,

Adam Jarvi  
Chair, Adjunct Faculty Consultative Committee  
Adjunct Assistant Professor, Architecture