1. Chair Finchum called the meeting to order at 3:30pm.

2. Roll Call

Attendance
ASFC Present: Isabel Alvarez-Sancho (FLL), Leticia Barchini (MATH), Lee Brasuell (TH), Allen Finchum (GEOG), John Gelder (CHEM), Emily Graham (HIST), Jay Gregg (GEOL), Apple Igrek (PHIL), Lynn Lewis (ENGL), Bin Liang (SOC), Jeffrey Loeffert (MUSI), Lori McKinnon (SMSC), David Meinke (PBEE), Stephen Nemeth (POL), Peter Richtsmeier (CDIS), Jennifer Shaw (IBIO), Mark Sisson (ART), Gil Summy (PHYS), Lan Zhu (STAT)

ASFC Absent: Ed Burkley (PSYC), Babu Fathepure (MICR), Doug Heisterkamp (CS)

Administration Present: Dean Bret Danilowicz, Associate Dean Bruce Crauder

3. Approval of the February Minutes
   a. Motion to approve made by Graham and second by Gregg; Minutes approved.

4. Approval of the Agenda
   a. Motion to approve made by Liang, and second by Graham; Agenda approved.

5. Standing Committee Reports
      i. Gregg: on proposed changes to A&S RPT documents for new titles, the Committee is in the processing of revising A&S RPT documents; a meeting is set to meet with Associate Dean Crauder (tomorrow), and the Committee will meet and discuss relevant issues afterwards. More to report at the next Council meeting;
   
      i. Gelder: No action to report.
   

   d. Scholarship – David Meinke.
      i. Meinke: Committee members reviewed 900 undergraduate scholarship applications, and evaluated them. It would be helpful if we can streamline the evaluation process.
      ii. Dean: any suggestions on how to streamline the process would be welcome. Meinke: if the information can be condensed to a few pages (e.g., 2 pages) instead of multiple separate documents, it would be helpful. Shaw shared the positive experience of the Committee work from last year, which could be utilized as a model.

6. Old Business.
   
   b. Responses to Statement of Concern of 16 Feb 2017
i. Finchum: the signed Statement is posted on A&S Faculty Council webpage; Dean: the Statement was sent to OSU President and Provost, and included in the alumni newsletter.

ii. Finchum: seven feedbacks received, including two negative ones. A judge from the city of Duncan provided one negative comment, believing the travel ban necessary. McKinnon suggested as a reply “Thanks for your feedback, and I shared with the Council”. Dean shared positive feedbacks from students, faculty, and/or staff, appreciating the effort by the Council. Gregg shared experience from the science community, which emphasized negative impact of the travel ban. Finchum shared a positive feedback from a 1960 alumnus.

c. Internal Grants for Non-Tenure Track Faculty:
   i. Loeffert: discussed the importance of possibly “opening up” opportunities of internal grants within the A&S for non-tenure track faculties for their professional advancement. This issue was discussed by committees in the past as an option. Loeffert shared the experience within his department (e.g., clinical faculties have no start-up package, and have to cover costs related to computers and software), and encouraged internal grants (e.g., travel grant) to include non-tenure track faculties.
   
   ii. Dean: I am supportive of the idea, at least for teaching assistant professors with multiple-year contract to improve professionally. The College made Community Engagement Award available to them this year. With regard to travel support, we have twice as many applications as what we can support. The travel award is for researchers to present their research. Opening up the travel award to teaching assistant professors whose job is primarily teaching might not put them on the equal plane field as tenure track faculties. Another issue is that once it is opened up to non-tenure track faculties, the number of awards to tenure track faculty will go down a little bit.
   
   iii. Loeffert: emphasized that retention of talented faculty is a goal of the College, and non-tenure track faculty are heavily involved in teaching in MUSI. The College is likely to have increased number of non-tenure track faculties in the future. Graham shared her experiences as a VAP at another institution, with eligibility for department funding but limited college funding. Though a two-tier system was unavoidable, it generated goodwill in general. McKinnon pointed out that we are still funding the best proposals though the number of applications might go up. Nemeth commented and inquired about awards at the university level. Dean: I’ll be glad to bring up the issue to the university Faculty Council.
   
   iv. Dean: asked for suggestions on how the opening up would look like. Meinke suggested soliciting input from each department as departments know non-tenure track faculty well. Dean expressed his support to open up opportunities (e.g., workshop, training) to non-tenure track faculty when feasible, and encouraged anyone with information to bring relevant issues/opportunities to his attention. Since no teaching assistant professors are present on this Council, the Dean would like to see a draft from a small group of teaching assistant professors on how to open up travel awards to them.
   
   v. Alvarez-Sancho expressed concerns about reduced chances of travel support for tenure-track faculty who are evaluated on their research and who would have to cover more out of their own pockets. Dean shared information on receivers of those awards: about one third to one-half of award winners tend to be senior faculty members. Loeffert and Barchini emphasized that it is about equal access to grants and the best proposals would be funded;
   
   vi. Dean: shared national data of Colleges of Arts & Sciences. On average, OSU A&S start-up package offered less than half of the national average in every department. There is tension to increase our start-up package offers, and it is difficult to add more funding to grants in reality. A few years back, department heads unanimously suggested not to rebalance the existing support for travel, ASR and DIGs.
vii. Finchum/Loeffert: we will need to set up a special committee to take on this issue further;

7. New Business:
   a. On Future Meetings & Election of Officers:
      i. Finchum: there will be two more meetings (April & May) for this term. New officers need to be elected in May, including the Vice President and the Secretary. Finchum called for nominations/self-nominations. In case there lacks nominations, random selection was utilized in the past to select officers.
      ii. Dean: $1,500 travel money is provided to the Council Chair as an incentive.

8. Dean’s Report:
   a. Announcements:
      i. Dean: the A&S Faculty and Staff Awards have been announced. There were some inquiries about award requirements. Dean encouraged each award committee to come up with further streamlining/instruction on award requirements to reduce confusion in the future;
      ii. Dean: in Dean’s budget presentation to the Provost, Dean discussed the possibility of convert non-tenure track positions (n=76) in the A&S into teaching assistant professors (who would be eligible for promotion); though it is an added cost, this is the number one incentive to increase retention in Dean’s opinion, which may help with our recruitment and strengthen faculty commitment to OSU. Dean also presented nine unique things that can help with A&S retention.
      iii. Dean: on reducing implicit biases, the College will have a training (Advance) team to visit and provide the training/workshop on May 22 and 23. Each department will nominate two faculty members and the Dean will select one to participate in the training. Dean mentioned that it will take time for new policies to make changes. The new policy is not going to affect department searches in fall 2017, but departments may opt in voluntarily after receiving the training.
   b. Q&A:
      i. Summy & Graham asked about budget given the revenue failure of the State and potential impact on new searches: Dean explained that the total impact on the University is $500,000, and the Provost and the VP are going to absorb it. The A&S is expecting a flat budget. If the budget stays flat, searches will be opened up;


10. Adjournment
    a. Motion to adjourn made by Barchini and second by McKinnon; meeting adjourned at 4:12pm.