The meeting came to order at 4:05 P.M. with Dean Barbara Schaal presiding.

A motion to approve the minutes of the 16 February 2016 meeting passed.

**Report from the Dean of Arts & Sciences**

Dean Schaal reported 17 ongoing searches, with new faculty already hired in the searches in dance and in digital humanities in the English Department.

Dean Schaal has received an unranked list of candidates for the open position of Dean of University College, and a decision will be forthcoming soon.

Arts & Sciences is making a plan for its facilities and renovations across the college, with a horizon of at least ten years. Dean Schaal and Dennis Martin welcome faculty comments in this process.

**Report on Faculty and Administration Diversity from Vice Provost Adrienne Davis**

Davis reported first that the policies on discrimination and harassment, currently under review by the Faculty Senate Council, do not involve her office.

She reported recent progress on diversity in admissions and infrastructure, but also in faculty hiring, the focus of her presentation. Fifty percent of the faculty hired in AY 2015 (7 of 15 hired) were people of color. In recent years there had been only between one and eight tenure-track African-American faculty. An African-American faculty member just received tenure in Economics, and the first endowed chair to go to an African-American woman was recently awarded. There are three African-American full professors.

The university has recently hired four Hispanic faculty: one in Classics, one in Biology, and two in History. It has also hired an Asian-American in English.

Overall, the number of African-American faculty has increased by 58% since 2011, when there were 26; there are now 41. They now constitute 5.6% of the faculty, rather than the three to four percent they represented over the previous ten years. Since the average for our peer institutions is 5.5%, Washington University is now almost exactly average. The principal groups of African-American faculty are in the College of Arts & Sciences and in the Brown School of Social Work. These changes mean that the ranks of tenured faculty should look markedly different in five to ten years.

Hispanics still constitute only 3.6% of the faculty, and the university has only one Native American faculty member, who just obtained tenure in the Brown School.
Women now represent 33% of the faculty on the Danforth campus, up from 29% five years ago. While numbers have increased in many disciplines, they remain flat in the sciences and in engineering.

The first year in which the university made concerted and coordinated efforts to recruit under-represented minorities was 2011-12. In that year, of 49 searches across the Danforth campus, 25 searches identified under-represented minority finalists. 12 received offers, and 11 accepted those offers.

Hiring committees and Department Chairs have suggested innovations and better practices in advertising and recruitment. As we hire more people of color, we may hope to attract more applicants of color.

In the administration, the University Council (its most senior leadership) is now majority women (up from 26 percent).

Our infrastructure for inclusivity includes student-oriented support, with more resources for the Center for Diversity and Inclusion. Human resource trainers are available to faculty. There are also two research fellowships per year at the Center for Diversity and Inclusion, and the Teaching Center has a full-time staff member (Beth Fisher) to help faculty make classrooms more inclusive and keep up with student expectations in this area. The Teaching Center is also looking for faculty fellows.

A faculty member asked for comparison in percentage terms of total administrative positions: does the increase in numbers reflect administrative bloat? Davis stressed that many of these positions now occupied by women and people of color are replacements.

Professor Andy Sobel asked how our best practices compared to those of our peer group. Davis replied that no one has a magic bullet. Yet no other school has seen a 58% increase in faculty members of color, so we can now be proud of our practices.

Davis distributed packets of resources for faculty related to diversity.

**Report from the Faculty Council**

Professor Bret Gustafson reported that the discrimination and harassment policy remains under discussion at a level higher than that of the Arts & Sciences Faculty Council, the University-wide Faculty Senate Council, which will presumably circulate a new draft policy in the future.

The chair of the Library Committee will shortly visit the Faculty Council.

The Council is following conversations on on-line education, as well as observing informally the negotiations with the adjuncts’ union.
Professor Gustafson then moved on to discuss the initiative by the Provost regarding Professors of Practice. The Council has discussed whether to continue, expand, or stop the awarding of Professorships of Practice. All discussions were inconclusive. The Provost’s initiative is still under discussion with the Faculty Senate Council, and it is not yet a matter for the Arts & Sciences Faculty Council to decide. The language of the imitative allows individual schools to decide whether they would have Professors of Practice. Currently, the Council is discussing how Arts & Sciences would implement the Provost’s initiative, should it come into effect.

A faculty member asked what counts as positive qualifications for appointment as a Professor of Practice. Dean Schaal responded that these included exemplary service to the profession and the community, as well as innovation in pedagogy.

A faculty member asked for a summary of the argument within the Council. Gustafson responded that there had not yet been any. Adoption of the proposed policy would give the Dean the capacity to recognize long-standing service to the university. Open questions include: Does this further the dilution of tenured professoriate, or signal an intent to expand non-tenure track faculty? Does this create an instrument for appointing people who may, unintentionally or not, bypass the normal path for hiring faculty? Dean Schaal added that she favored the proposal, since she wished for a third step in the promotion ladder for lecturers. She has no desire to hire Professors of Practice from outside the university. She views the future of Washington U. as enhancing scholarly productivity of faculty. The administration wants to be a distinguished research-one university, and could not do that by diluting tenure-track faculty. In fact, it must increase tenure-line faculty and strengthen graduate programs. This proposal, Dean Schaal feels, is an appropriate way to give a rank to people who have made major contribution to teaching. She feels strongly that long-standing instructors deserved recognition.

A faculty member asked what how many Professors of Practice there now are in Arts & Sciences. Jonathan Cohen responded that there are 13. Dean Schaal asked how many would result if the administration gave the rank to all senior lecturers; Cohen responded that this would mean more than 40 new Professors of Practice. This would not necessarily happen, however, as all would not meet the criteria. Overall, Arts & Sciences has about 105 non-tenure track teaching staff.

Professor Ginger Marcus asked if criteria for promotion to Professor of Practice would be better defined than presently. Dean Schaal responded that it would.

Professor Nancy Berg asked about criteria for promotion to senior lecturer. Dean Schaal answered that the administration could reconsider these.

Professor Andy Sobel asked if this would preclude the other use of Professorships of Practice, to hire professional practitioners from outside. Dean Schaal replied that it would not.

Professor John Klein mentioned that Faculty Senate Council has debated the adoption of another title, e.g., “Teaching Professor,” but had reached no resolution as yet.
Report from the Curriculum Committee

Professor Todd Decker updated the faculty about the policy on online courses taken for credit, something currently forbidden by Arts & Sciences policy, even if these classes are taken within the university. This could lead to anomalies in cases of classes offered both online and in classrooms, such as CS 131, in Engineering. The different formats of sections of this class are not distinguished on transcripts.

Professor Decker presented the committee’s motion to adopt curricular changes as circulated. The motion passed.

Report from the College of Arts & Sciences

Dean Jennifer Smith reported that advising for next semester would begin very shortly.

She requested that faculty submit as soon as possible any midterm grades they could.

The April Welcome is also starting: admitted students will be visiting.

Report from the Graduate School

Dean William Tate reported that admissions seem to be going well. Programs are competing to get their first-round candidates, and not often going to their alternate lists. This is good, but it could also mean that candidates feel torn about where to attend.

The humanities recruitment weekend seemed to go well.

Yield for fellowship programs is within historical norms, or possibly ahead of pace.

Report from University College

Interim Dean Steven Ehrlich reported that the curriculum changes discussed at the last faculty meeting are now finalized.

University College has made an offer to hire a program manager for the prison education program.

Following this report, Dean Schaal asked if the faculty had any new business, and faculty advanced none. The meeting adjourned at 4:51 P.M.

Minutes prepared by Seth Graebner,
Secretary to the Faculty of Arts & Sciences