

OVERVIEW OF 5/16 OPEN EXECUTIVE MEETING

Compiled by the ESA Co-Chairs

- **Faculty Membership**
 - **Kelly Bakers** appointed to faculty (along with **Michael Gillespie** several weeks ago).
 - Search for **Reid-Pharr replacement** in process (Program is approved to hire central line African-Americanist or African-Diaspora scholar for Fall 2020).
 - Elimination of teaching requirement for faculty candidates.
 - There is a one-year freeze on field-specific/field-motivated faculty membership appointments (both central line and consortial) except for what is already on-going.
 - Reorienting toward emerging fields. Faculty Membership and Executive wants to determine what the research clusters are before proceeding with appointments.
 - We need to consider what kinds of work are being pursued at the campuses.
 - How might this impact our conversations about the gender and racial diversity of our current faculty? Does the freeze merely freeze our faculty as it currently stands?
- **Diversity** committee met in November:
 - Push for increases in faculty of color.
 - **Admissions**: Reading applicants by field first, rather than reading applicants first as a large pool.
 - Matching faculty expertise with the content of the applicants application materials (i.e. the writing sample).
 - Paying particular attention to applicants of color through this new system.
 - Attend concertedly to issues of underrepresentation of certain demographics among faculty and students.
 - Continuing to discuss institutional whiteness through our **Friday Forum** events.
- Reorientation of **Friday Forum** toward our own students and faculty instead of just outside scholars in order to build intellectual community (Proposal from **Kandice Chuh**, incoming EO).
 - Works-in-progress
 - Student mock job talks
 - Concern about increasing participation all around.
 - Varying the day and location of these kinds of events.
- **External Review**:
 - Downsizing of student body has had multiple ramifications
 - Classes are unable to fill, thus new faculty are unable to actually teach.
 - Classes are getting canceled.

- Demand for faculty remains high among students, especially for advisement.
- How might we leverage our 2-unit courses to allow more faculty to teach?
 - Suggestion: 4 to 7 week two-unit seminars taught in succession during the semester.
- Reimagining the required course for first years.
- The provost's office seems largely unresponsive to the recommendations made in the external review.
 - Consortial system: Consortial faculty often do uncompensated labor all the time.
 - Funding: Addition of sixth year funding for students.
- Rethinking faculty not in terms of traditional field, but cross-field research clusters.
 - How are we actually going to develop these clusters?
- **Kandice welcomes suggestions and dialogue about program matters in the coming months!**