

Faculty Affairs Committee  
Academic Senate

Minutes, 2/19/13

Present: Jennifer Sheridan Moss, Chair, , Kypros Markou, Heather Dillaway, Debra Patterson, , Mary Sengstock, , ; Margaret Winters, Administrative Liaison; Delores Dungere-Anderson, Graduate Council Liaison

Absent with Notice: ; Elizabeth Puscheck, Ewa Golebiowska, AAUP-AFT Liaison; , James Sondheimer, Ronald Thomas, Anca Vlasopolos, Policy Liaison

Absent: Jennifer Beebe-Dimmer, Mary Cooney, Beena Sood, Kate Beson, Student Liaison

1. The meeting was called to order at 12:00 PM.
2. Minutes of the meeting from 01/15/12 were approved.
3. Discussion of faculty/staff mentoring continued, this time focusing on associate professors:

K. Markou started the discussion with his observation that women and minorities are more often left for long stretches at the rank of associate professor. Without statistics for confirmation at their fingertips, the committee agreed that this was the case. Among the reasons put forth for this phenomenon:

- Women and minorities are expected to fill out diversity quotas on various types of committees, which often leaves them with a higher service burden;
- Some suspect that chairs and full professors choose their own candidates for full professor and mentor them to the exclusion of others; likewise, chairs and full professors make the determination about which work they value and reward with promotion, which can advantage some associate professors over others;
- Mothers may choose to slow down their productivity for a few years while their children are young, or they may be put permanently on a mommy-track in the minds of the colleagues who would promote them.
- Failure of full professors to take their share of the service burden.

There was discussion of the failure of leadership to move post-tenure associate professors along a path of professional development that would lead to promotion to full professor. Deans and chairs do not identify those who have been stuck at rank and help them plan to move forward. There is no mentoring process widely available that would help long-term associate professors refuse onerous service in favor of advancing their careers.

M. Winters said that training for department chairs will begin again and that mentoring would be part of the training.

M. Winters will supply the committee with statistics on associate professors who have been at rank beyond ten years.

The meeting was adjourned at 1:00 PM.

Respectfully Submitted,

Jennifer Sheridan Moss,  
Chair