Faculty Senate Meeting

December 12, 2018

Quorum called at 12:02

**Present:**

1. Jenny Paturyan, FS member
2. Satenik Mnatsakanyan, FS member
3. Amalya Kostanyan, FS member
4. Christian Garbis, FS member
5. David Davisian, FS member
6. Vardan Baghdasaryan, MSSM, FS member
7. Vaagn Goutchtchian
8. Alen Amirkhanian
9. Nshan Matevosyan, FS member
10. Sergey Tantushyan, FS member
11. Knar Khachatryan
12. Fanis Varvoglis, FS member
13. Vahe Khachadourian, FS member
14. Gayane Barseghyan, FS member
15. Lucyann Kerry
16. Norayr Benohanian, FS member
17. Suzanne Daghlian
18. Karena Avetissian
19. Eric Grigorian
20. Adelaida Bagdasaryan
21. Arthur Khalatyan
22. Zareh Tjeknavorian
23. Vahram Ghushchyan, FS member
24. Irshat Madyarov, FS member
25. Brett Burnham
26. Mica Hilson
27. Simon Clarke
28. Michael Kouchakdjian
29. Hourig Attarian
30. Alex Gubbins
31. Don Fuller
32. Arshak Balayan
33. Lilianna Edilyan
34. Arto Vaun (did not sign), FS member
35. Agassy Manoukian, (did not sign), FS member
36. Arshak Balayan (did not sign), FS member
37. Raffi Meneshian (did not sign)
38. Maria Titizian (did not sign)
39. Shushan Avagyan (did not sign)

**Agenda**

* processes and concerns related to the dean searches, brought up by various faculty across colleges

**Notes**

* Broad discussion of various issues. Varduhi starts by asking why the Senate did not reach out to the search committees and ask them if there were any concerns. The discussion goes back and forth regarding whether there are problems with the search process. Many of the comments suggest that the problem is not with the process. The problem (inability to hire a qualified candidate) is with the outcome. Some of the problems are also related to the context in which the work of the selection committee is situated.
* The discussion revolves around the question of what does it mean that faculty (Senate, committees) make recommendations to the university administration. What if these recommendations are disregarded more often than not. The faculty feels disempowered and frustrated.
* Are we obliged to hire someone if the candidate is not good enough and there are no other candidate?
* Why was the interim dean appointed from the outside, aren’t there qualified people in SHSS? The usual practice is to have internal people as interim.
* Why is this discussion happening now and not earlier? It seems that the concerns have been gradually accumulating and now reached some kind of a critical mass
* Updated CVs of candidates were requested by some faculty members present at the meeting
* There seems to be lack of trust between the faculty and the administration. This is serious and needs to be addressed.
* We should have a closer connection with the Board of Trustees. They need to know faculty are concerned
* Specific suggestions in regard to search processes, that could be shared with the administration and implemented:
  + A policy on how the search committee is formed
  + Some of the members of the search committees should be voted on my the faculty
  + A search committee could include someone from FS, an adjunct, a student; have diversity
  + A recommendation that Dean is only appointed if a majority of faculty approves that candidate
* Recommendations need to be benchmarked, do research to support the recommendations we provide to the administration. Yes, but in the past a lot of benchmarking led nowhere, because at the end of the day the argument is that AUA is not like any other university. Benchmark, compare to what?
* Next step: draft a letter to the administration that people can sign

Meeting ended 14:18

Minutes taken by Jenny Paturyan