

JSIS FACULTY MEETING Minutes

December 13, 2022

9:30 – 11:00am, THO 317

Meeting attendees (**All Faculty**): Danya Al-Saleh, Marie Anchordoguy, David Bachman, Sara Curran, Rebakah Daro Minarchek, Madeleine Dong, Christoph Giebel, Danny Hoffman, Hajin Jun, Nektaria Klapaki, James Lin, Celia Lowe, Tony Lucero, Mark Metzler, Stephen Meyers, Matthew Mosca, Robert Pekkanen, Noam Pianko, Chiara Pierobon, Clark Sorensen, Kevin Swantek, Jonathan Warren, James Wellman, Nathalie Williams

Meeting Agenda

Announcements:

- JSIS Holiday Party – Dec. 14 (Wed), 4:30-6pm
- Unit adjustment timing
- Cybersecurity search update
- Stewardship reports and stewardship in general
- Hybrid modality teaching policy
- CAS v JSIS summer term salary policy

Discussion and Vote:

- Rebahkah Daro Minarchek to Grad School [VOTE]

- JSIS 5 year hiring plan [VOTE]

- Time permitting:*

- Unique guidelines for promotion, or adopting CAS existing guidelines [NO VOTE UNTIL JANUARY OR FEBRUARY] CAS guidelines [here](#)

Interim Director Danny Hoffman starts meeting with announcements. Reminds faculty that the Jackson School Holiday Party starts at 4:30 p.m. tomorrow (Dec. 14). He then provided a short update about the timing of the unit salary adjustments for January 2023. Salary data previously presented by Nathalie Williams will be distributed to faculty in January. There won't be a lot of lead time, but the Jackson School will be expected to provide a list of names to the College by the end of January. Danny hopes to resolve the list for salary adjustments at the January Faculty Meeting. There will be two cycles (2022/2023, 2023/2024) to submit for salary adjustments.

Danny then introduced Sara Curran to provide an update on the cybersecurity faculty search. Sara indicated that the job posting in the Chronicle of Higher Education was distributed widely through multiple listservs, including APSIA. The search resulted in 4 applicants applying for the position. The two most highly qualified candidates are both internal. The campus visits and job talks will take place over two sequential Fridays in January. This will include one on one meetings with faculty, meeting with a group of graduate students, the job talk, and a dinner. The job talk will be in-person. Any faculty requiring to meet with the candidates via Zoom will have the opportunity. There was an emphasis placed on faculty needing to participate in the process, even if they already know both candidates well.

Danny then gave a short reminder to those who are required to provide stewardship reports that the deadline to submit endowment reports is Monday, January 17. Danny indicated that submitted expenses are reviewed by 2-3 individuals in the Jackson School, but that with financial transformation there is expected to be more oversight. This makes it especially important that faculty are responsible stewards of funds they oversee.

Danny then reviewed the hybrid modality teaching policy for 2022/2023. In-person teaching is the default mode of instruction. Distance learning categories in the Time Schedule will be listed as 'O' for synchronous online instruction, and 'A' for asynchronous online instruction. Hybrid courses are not indicated in the Time Schedule, but in-person vs online days will need to be listed. The current Jackson School policy for reaching a hybrid course is a maximum of 30% of instruction can be online. If course requires 50% of instruction online, then it requires Director's approval. Currently for hybrid teaching the instructor must indicate when instruction is in-person and when instruction is online, and report this information to the JSIS Director of Academic Services, Britta Simon.

Faculty had some questions about the definition of asynchronous instruction, as well as the pedagogy around the 30% or 50% thresholds for hybrid instruction. Danny indicated that the unit has the authority to create hybrid instruction policy. Nathalie Williams volunteered the Curriculum Committee to look at the policy.

At the end of the announcements, Danny quickly reviewed the CoAS summer salary policy. The Jackson School will use the CoAS legacy policy this year, in hopes of developing a more equitable policy going forward.

After the announcement Danny moved the meeting forward to discuss the votes being presented to faculty.

The first vote up for discussion was 'Do you support the nomination of Dr. Rebakah Daro Minarchek to the Graduate Faculty with doctoral endorsement?' No issues were raised.

The second vote up for discussion was 'Do you approve the Jackson School's 5 year hiring plan for AY 2023-2024?'

Danny quickly outlined that the hiring plan must be submitted by Friday, December 16th, and that faculty must vote no later than 3:00 p.m. on Thursday, December 15th; The Jackson School hiring plan for 2023/2024 includes hiring for 2.5 positions; there are 4 areas of interest over the next 5 years; and that the Jackson School is teaching 230 – 300 distinct courses in 2022/2023.

Faculty expressed a range of questions about the 5-year plan, weighing the value of a numbers-based plan versus a narrative-based plan. At the end of the discussion faculty generally agreed that the political economy position should be moved to the #1 hiring priority when submitting the plan to CoAS. There was discussion of the need for a new approach to making hiring decisions with a new director, including suggestions that this process needs to be more

deliberate in regards to individual center's future and in regards to connections to a broader vision for the school as a whole. It was noted that this is a long process that should begin in the new year, rather than waiting until next fall.

Lastly, Danny introduced the topic of promotion guidelines. In a short discussion Sara Curran indicated that a JSIS committee worked on promotion guidelines that were provided to the previous JSIS Director, Leela Fernandes. The guidelines were submitted to the Dean's Office and rejected. Based on this information, Danny said he would look into the previous guidelines and inquire with CoAS about why they were rejected.

The meeting was concluded.

Votes will be added to the minutes after voting closes at 3pm on Thursday, Dec. 15.