**Transcription of the**

**Faculty Council Special Meeting**

**May 7, 2018**

**MAI 212 at 2:15 pm**

[Meeting begins in audio file at **3:40**]

**Charlotte Canning, Professor, Theatre and Dance**

I would like to welcome everybody to the special meeting of the 2018-19 Faculty Council. The purpose of this special meeting is to elect a Chair Elect and three other members of Faculty Council to serve on the Faculty Council Executive Committee for the coming year. **[3:57]**

According to the Council's rules, the eligible voters today are the ones who are the members of next year's Faculty Council. So for those of you who are rotating off this year, we're very happy to have you here, but the voting members are the ones who will be on Faculty Council in 18-19. Before I start off business today, I have one item that doesn't appear on your agenda and yet is my terrific pleasure to bring up today. I have had an amazing year and that is in large part due to the fact that I got to serve with an amazing chair of Faculty Council, Dr. Steve Hoelscher from American Studies.

**[applause]**

Throughout he has modelled excellence in every category you can think of: from thoughtfulness and the careful consideration of a wide range of ideas, to a terrific sense of humor, to a willingness to send the exact right emoji at the exact right moment, which of course none of us at the start of our careers knew that this was a skill we would need. It's a much more recent development. There have been some extremely difficult issues in front of the Council and the University this year, and much of the credit for the ways in which we were able to keep them going and resolve them well has to do with the excellence of the leadership that Dr. Hoelscher provided us. So, in thanks, I would like to present him with this gift from us, with our thanks.

**[applause]**

So now we will move on to the regular business of this special meeting. The first item on that are the two nominees for the Chair Elect. How this meeting will work is our two nominees will speak, then we will hear from the six nominees who are running for executive committee positions. Once all eight candidates have spoken, you'll fill out your ballots. That business will actually conclude the special meeting, and then once we've concluded the special meeting we will move on to the regular meeting of the Faculty Council.

So I would like to call Brian Evans, Professor of Electrical and Computer Engineering to the podium please.

**Brian L. Evans, Professor, Electrical and Computer Engineering**

Good afternoon and thank you, Charlotte, and Steve, and the other member of the Faculty Council Executive Committee for the nomination. As you consider voting for the next Chair Elect for Faculty Council, I'd like to present what drives my work in University Faculty governance, and give several examples of the issues on which I have worked since joining UT. **[7:14]**

I joined UT in 1996 as an Assistant Professor and then a major shift happened in 2014. Sorry-2004 and 2005- when I participated in a study group on social justice. The readings and discussions on social justice caused me to want to find out more about issues facing our faculty, staff, and students, and to be open to ways I could be of service across campus. So in 2006, I joined University Faculty Governance and I've enjoyed the listening, the brainstorming, and the action-taking ever since. My initial involvement on the Graduate Student Academic Employees Committee and later Graduate Assembly and Faculty Council came together in spring 2010 in a living wage motion. For the motion I worked with Andrea Gore and Harold Zakon and others to write and pass a non-binding faculty council resolution or motion to raise the minimum RA, TA and AI salaries to meet a living wage standard for Austin. I then met with Associate Chair in my college, John Ekerdt, who implemented annual increases to the minimum monthly salaries to reach a living wage for RAs, TAs and AIs.

By 2008, I had developed a deep passion about academic freedom and teaching, scholarship, and expression. Academic freedom enables all of us faculty: non-tenured track, tenured track and tenured, to foster critical thinking, critique accepted truths and search for new knowledge even when it disrupts the status quo. The safeguards of academic freedom include tenure due process and faculty governance. I’ve worked for these last ten years on improving the holistic evaluation of in due process for faculty of all ranks. With faculty council colleagues, I successfully fought against intrusive UT System policies concerning our annual and post-tenure reviews back in 2010, 2012, as well as intrusive policies on financial conflict of interest disclosures and reporting requirements (that was 2013 and 2014).

For nine of the last ten years I’ve been serving on the Faculty Committee of Council on Academic Freedom and Responsibility, including five years as Chair. Over the last ten years, the Academic Freedom Committee has investigated claims of procedural and/or academic freedom violations from a total of 38 faculty members concerning their tenure promotion, annual and post-tenure review cases. Based on the investigations into these claims, the Academic Freedom Committee also make recommendations to improve university procedures and processes for Faculty evaluations moving forward. And the President and the Provost have accepted many of these recommendations, which has helped really all of us faculty in our evaluations. The Provost has updated promotion tenure guidelines concerning faculty members and fettered access to their promotion cases at any time and added an option for negative early tenure case to be considered again in the up or out year. Provost added language to template invitation letters for external reviewers concerning proper consideration for extensions to the tenure provisionary period for assistant professors, and the impact of personal leave while in rank for associate professors. This has been an ongoing issue for the ten years I’ve been on this committee. I’m finally glad to see this wording happen, for the external letter writers to consider.

As of this year the Provost now pre-certifies selection of external reviewers from peer institutions and programs. This year, the Provost gave assistant professors the right to appeal to the academic freedom committee concerning claims of procedural and/or academic freedom violations in their mid-probationary review. That came to my attention when one of my colleagues was dismissed from one of our colleges at the mid-probationary review point. **[11:15]**

Even with these improvements the University has additional opportunities to improve the academic freedom safeguards of tenure due-process and faculty governance, for example, to reach the standard set by the American Association of University Professors. In January, in this body, the Academic Freedom Committee proposed a resolution on academic analytics which Faculty Council passed. The one-size-fits-all approach in academic analytics does not track scholarship in the Arts and Humanities well and does not evaluate the quality of the incomplete and unverified information it does track. The resolution strongly recommended that academic analytics not be used as a faculty management or evaluation tool. Instead, we should rely on holistic evaluation of our colleagues.

One place to see a university set a priority is in its budget. I’m in my third year as Chair of the Faculty Advisor Committee on Budgets. On the revenue side, UT is receiving declining state revenue and flat recurring available university fund support. On the expenditure side UT needs to bring faculty and staff compensation to more competitive levels, address inflationary pressures, and make UT more affordable for students. I applaud UT’s recent announcement to provide financial assistance to Texas students with family incomes of up 200,000 per year. This year, however, there are some other challenges that are certainly facing us. UT paid out 129 million dollars in debt service, which are funds that cannot be used to address other needs such as affordability. Much work still remains to have non-administrative faculty members be part of the decision making in departmental schools, college and university budgeting processes.

So after being on the faculty for 22 years and in University Faculty governance for 12 years, I have seen faculty members pull their energy and creativity together time and time again to benefit the greater good of our faculty, staff and students. Should you elect me, I will work hard to facilitate ways for the faculty council to listen, brainstorm and take action for the common good, so as to be of transformative service across the campus. Thank you.

**[applause] [13:37]**

**Charlotte Canning, Professor, Theatre and Dance**

Dr. Alexandra Wettlaufer, Professor of French and Italian.

**Alexandra Wettlaufer, Professor, French and Italian**

I’d like to thank Charlotte Canning, Steve Hoelscher and the other members of the Faculty Council Executive Committee for their recommendation that I stand for this important position. It’s truly an honor to speak to you today.

To begin with, Charlotte asked me to say a few words about myself. I’m a professor of French and Comparative Literature, and after 12 years as the Associate Director of Plan II, I took over as the current director, and the second woman-director of Plan II Honors program in 85 years, where I hold the Hayden Head Regents Chair and the Stuart Steadman Director’s Chair as well. I’m also a member of the European Studies Core Faculty and Women and Genders Studies Faculty affiliate. At the departmental level, I’ve been on the Executive Committee of the Department of French and Italian for over twenty years, and have served multiple times as Graduate Advisor, Chair of the GFC, Chair of Graduate Missions and Funding, and Chair of Undergraduate Studies, among other elected positions. **[14:50]** I’m on the Conflict Steering Committee and Omissions Committee every year and have served as conflict graduate advisor. At the institutional level, I’ve been elected the Faculty Council numerous times, where I’ve served on or chaired committees, including the Student Life and Activities Committee as well as the UT Press Faculty Advisory Board. I’ve been consistently engaged with student mentoring and advocacy throughout my time at UT and am currently on the Liberal Arts Student Affairs Faculty Committee and the Mellon Mays Undergraduate Fellowship Committee. Beyond UT, I have been on the Executive Councils of the MLA (Modern Language Association), 19th Century French Studies Association, George Sand Association, President of the Interdisciplinary 19th Century Studies Association. This spring I was appointed to the International Advisory Board of American University in Beirut and International Member of the Board of the Center for 19th Century Studies in the UK.

My own research focuses on interdisciplinary studies in gender and genre in 19th Century France and Britain, in literature and the visual arts. I’ve published three books and some 30 articles and I’m currently working on my fourth book titled *Reading George Sand/Eliot and the Transnational Novel 1830-1900*, a product for which I received a Guggenheim Foundation Fellowship in 2015. My work has also been supported with fellowships from the National Humanity Center, the Clark Art Institute, Bourse Marandon, ACLS and the Whiting Foundation, as well as generous support from COLA and UT.

I offer up this long and probably very boring list of some of my experience in governance and leadership along with my research and scholarship, to give you a sense of my long-term commitment to the University, to students, to faculty, and to higher education. I love what I do, and I feel extremely lucky to get to spend my days teaching, reading, writing and above all, collaborating with students, faculty, staff, administration and indeed, colleagues across the globe, as we work together toward a common goal. That is, the pursuit of knowledge, toward a greater good for the betterment of the self, of society, and of the world.

I’ve been at UT since 1992 and thus, am completing my twenty-fifth year here at this institution. I think that most of you will agree that the past several years at this University have been some of the hardest in memory, with growing anxiety, uncertainty and mistrust becoming widespread on the parts of the students, the faculty, the staff and the administration. Violence on campus, guns in the classroom, concerns about gender, race and sexual identity, discrimination, and the shrinking of the faculty as we move toward more and more contingent labor, are issues that cannot and should not be ignored. The very essence of this University and our core mission as Faculty is to educate our students to the very best of our abilities. This can only happen with an open and collaborative dialogue among all the stakeholders; students, faculty, staff and administration, on how we can improve the campus climate, and address some of these grave but by no means unfixable concerns. Similarly, the ongoing struggle we face between economic exigencies and best practices as educators-this struggle-is not going to go away. We as faculty cannot afford to throw up our hands in dismay, however tempting that may be.

We need to continue to be active advocates for education, access, equity and diversity at UT. I’ve the deepest faith in the profound intelligence, commitment and good will of all the members of our community, and fervently believe we could work together towards rebuilding an atmosphere of trust, transparency and respect, through the direct and potentially painful acknowledgement of where we are now and where we should strive to be. If elected, I will work hard to lead us to and through these difficult dialogues as we consider and clarify our goals, our priorities and our core institutional values as the flagship university of the state of Texas.

**[applause] [19:39]**

**Charlotte Canning, Professor, Theatre and Dance**

So now we will hear from the slate of six nominees for the Executive Committee of Faculty Council. The first one is Dr. John Gonzalez, who is a professor in the English Department.

**John Gonzalez, Professor, English**

Good afternoon. I’d like to thank Charlotte and Steve and the Faculty Council for considering my candidacy for this position. I will say that I was promoted to Professor of English last year and I have affiliations with the Department of Mexican American and Latino Studies, as well as Comparative Literature and LLILAS Benson. I have, in terms of faculty governance, relevant experience; I have served in my department’s executive committee three times, and so I’ve seen one at each rank-of assistant associate and full professor-and I’ve also served on the Faculty Council’s Budget Advisory Committee in the past.

My own work focuses upon the tran-Americanity of Latino/Latina literature, and also, I’ve been a participant recently in a public history project called “Refusing to Forget,” in which I helped with some colleagues from around the country put together an exhibit on state violence against Texas Mexicans in South Texas a century ago. I’m happy to report that this effort will be followed up by an NEH-funded conference in January of next year. I currently served (or am at the end of my second year) as Directory of Center for Mexican-American Studies, in which I feel like I’ve had a chance to peer inside the bowels of the University a bit and have had the task of revisiting the Center’s mission in the wake of the reconfiguration of Latino studies into the Department of Mexican-American and Latino Studies, the Latino Research Initiative and, of course the Center.

Now, I’m standing for election for The Faculty Council Executive Committee because I believe in the ideals of Faculty Governance and the efforts to realize them. I advocate for a larger role for the Faculty Council in the decision making processes of the University concerning working conditions, for faculty of all ranks, and to ensure that faculty are recognized and compensated appropriately for their contributions. I believe in excellence through diversity of all kinds, and the thoughtful initiation of institutional practices to fully implement this goal. The University can and must do better in these two general areas that are vital to faculty today. And, I think, the previous speakers have already alluded to the range of issues that confront us. But I’ll leave it at that, and, thank you.

**[applause] [23:02]**

**Charlotte Canning, Professor, Theatre and Dance**

Next we’ll hear from Martha Hilley, Professor in the Butler School of Music

**Martha F. Hilley, Professor, Butler School of Music**

Oh gosh, well, you just took my opening sentence.

**[laughter]**

I’m Martha Hilley, I’m at the Butler School of Music, I teach Group Piano and Pedagogy. I also teach Career Goals and Management every spring. I was thinking about my history with this room. I came to UT Austin in 1982 (and you can quickly do the math). In 1984 I was on the University Council for the first time and that was the year we started talking about “maybe we should have a group that didn’t consist of all of the deans and vice presidents and of the administration being there every time we met and outvoting us on some things…” and anyway, soon we had a Faculty Council. Not long after we had a Faculty Council I got put on a task force that Alan Friedman chaired, and it was a great task force. It was a task force that studied teaching versus research. It’s 2018 **[laughter]** and we’re still talking about teaching versus research.

Anyway, that task force showed me that I had found a home outside of music. The Council, the University Council and the Faculty Council, proved to be my home away from home. I’ve been on this council more times than I can imagine. I’ve chaired it twice, so I’ve already served on the FCEC and it’s a great committee for faculty governance. You really get to know how this place runs. I’ve been on most of the committees that are listed in the Standing Committees, and have chaired Faculty Rules, Faculty Welfare, Faculty Budget Advisory Committee, Faculty Grievance, numerous times. Anyway, I would be honored to be on the Faculty Council Executive Committee one more time, but vote your conscience **[laughter],** but be sure you vote. Thank you.

**[applause] [25:43]**

**Charlotte Canning, Professor, Theatre and Dance**

Next is Kerry Kinney, Professor, Civil, Architectural and Environmental Engineer.

**Kerry A. Kinney, Professor, Cockrell School of Engineering**

So, talk about taking the first line! So, my name is Kerry Kinney. First of all, thanks, for everybody to get this opportunity to be considered for a candidate for the FCEC. The next comment I was going to make is I’ve been here around 20 years, but Martha, I worked out where I was in 1984 so I’m a little embarrassed so **[laughter]** we’ll go with that.

What I have, what I would like to talk about a little bit is that as I started here when I was a new faculty member (in a year I won’t mention because it now seems so insignificant), I had a really narrow view of what goes on in the University. I spent most of those first years trying to get my coursework going, trying to get my research going. And since that time, I’ve really expanded my horizons. I’ve been involved with the faculty council, several times, one stint on the FCEC, the Campus Safety Committee-you name it. I’ve had an opportunity to see what goes on at all different levels within the University here. And one of the key things I’ve discovered, and hopefully, have learned (and I think I have learned this) is how absolutely critical it is that the Faculty’s voice is represented in all decisions, and other stakeholders, of course. I think, in times of trouble, we like to take the quick decision, we like to streamline it, get it over with and move on. I honestly don’t think those are when we make the best decisions. I think we make the best decisions when it’s a little bit of a messy process. When all the stakeholders, the Faculty, the students are involved in the decisions as much as we can. So, within that, I think the Faculty Council and by extension, the FCEC, is really an opportunity to provide a voice for faculty, and all the other stakeholders across campus. I’d also like to mention what I think we always have to maintain as a priority: which is that we represent and, frankly, do right by the students, no matter what we’re talking about. We’re actually here for them, I know we do research, I know we do service, but we’re also here ultimately for the success of our students. So I think that considering their perspective in all that we do is absolutely essential.

I’ve been involved kind of in several of these initiatives over the years, most recently, the Campus-to-Career Working Group, where we trying to figure out what’s the best way to prepare our students for whatever comes next, whatever that career is, whether it’s graduate school or something else. Most recently, in fact today, we’re going to be doing a report on the experiential learning working group: how can we engage our students with the world around them, both inside and outside of the classroom? And one of the things that I like to keep in mind throughout all of this is “how do we make it accessible to all our students?” I don’t care what background you come in with. How do we make sure you’re given the equal opportunity of all the students, regardless of if you come from the highest performing high school, or the lowest performing high school?

And within my own college, I think one of the things that I’m most proud of is the work I’ve done with the Women in Engineering Program. We’ve run an undergraduate-to-graduate mentoring-actually, the reverse- a graduate-to-undergraduate research mentoring program for the last fifteen years. So in the order of 750 students have been involved, and, you know, while I get a good thrill out of landing that latest research grant, and I’m pretty excited we’re going to be working on with some colleagues at the University of Puerto Rico on Hurricane Maria recovery, I also get an equal kick when that sophomore-level student is actually getting that break; their first break; whether it’s getting hired to work in a research lab, their first professional internship, or-you know, what the heck-studying abroad for the first time.

So, with that, I’d like to, I guess, put my name forward for being on the FCEC. I really think that I can represent both the faculty voice, the student voice, and certainly the voice for all the stakeholders at the University. Thank you.

**[applause] [30:15]**

**Charlotte Canning, Professor, Theatre and Dance**

Next we’ll hear from Cynthia Labrake who is a senior lecturer in Chemistry.

**Cynthia Labrake, Senior Lecturer, Chemistry**

Thank you all. I’d like to thank the Executive Committee for putting me up for nomination. My first response was “No, please no, not me, no”, so I guess I’m starting different than everybody else. So I’ll start with a bio, and then give you a little bit of relevant experience, and then maybe tell you why me, why now.

So, first of all, I am a first-generation graduate from college from West Virginia. I graduated with Honors, from West Virginia University, with a BS in Chemistry. I then went on and got my PhD in Biophysical Chemistry from Loyola University, and then did a post-doc in molecular biology. In 1996, I relocated here to Austin, with my young family-no, actually, I didn’t-I lost three years; in 1993, I relocated here; those were those three years with the young family.

**[abrupt laughter]** Then in 1996 I came to the University as a non-tenure track faculty member, sort of as a gig. I needed to get out of the house. And so I thought, “Well, I’ll do this for a few years and then I’ll get back and do another post-doc and get back in it,” but instead, after 21 years, I’m going to enter my 22nd year, next year, as a newly promoted Distinguished Senior Lecturer, or possibly, Professor of Instruction, depending on how it comes out. I’m still here.

So after about 10 years in a non-tenure track rank, I decided “I need to make a career out of this, I can make a career out of this.” And so I got involved in things that interested me. And that’s the beauty of the non-tenure track faculty; we’re invited here to teach primarily, we’re also given this canvas to create and do in ways I think a lot of times that the tenured faculty cannot. And so what I did was I got involved with curriculum reform efforts that interested me. They were successful. We created the Hands-on Science Program, a new program for Pre-service Elementary School Teachers to learn their science courses and in a more relative, hands-on way. That then took me into some other curriculum work for some dual credit courses and then onto one of the leaders for the course transformation program in the Chemistry Department. We had a very successful effort. So I found myself as the one who was doing the innovative work. That led me to be invited to serve on many committees in the department level, the college level, and then at the University level. And through that, I learned about faculty governance. The importance of all of our voices: the student voices, the graduate student voices, the non-tenure track faculty, and of course, tenured-track faculty administration. We all have something to bring to the table, we all have different experiences.

So the most recent work I’ve done as far as governance goes is I’ve-I’m just rolling off being Chair of the Provost Teaching Fellows Program. It’s a fantastic cross-university program where we get together and work on innovative teaching and push forward the mission of teaching at the University. Faculty of all rank are involved with that. I also completed the Texas Leadership Women Class of 2016, representing the University of Texas. That’s a group of women from across the State of Texas who get together and learn from each other about leadership from their own domains. And then, let’s see, what else have I-oh! And then most recently also, I was elected to be on our Dean Search Committee for our new Dean that’s going to be joining us this fall.

So I’ve had a lot of experience in governance, so then at the end I think that’s bio, relevant experience, why me, why now. And so I was asked, I was nominated to Faculty Council, and then I was asked to run for the Executive Committee. I feel like it’s very, very important to have a different voice. I think that it’s important that we have a non-tenure track faculty member there, and even on that important committee. And even though I thought this was going to be my year to take a breath, I think this is my year-it’s more important than ever-to maintain diversity on this important committee. So, I humbly ask for your vote and your support today, to serve on this important committee. Thank you.

**[applause] [34:48]**

**Charlotte Canning, Professor, Theatre and Dance**

Next we’ll hear from Lorenzo Sadun, Professor of Mathematics.

**Lorenzo Sadun, Professor, Mathematics**

Hi. I got to Austin in the late Bronze Age **[laughter]**. That’s 1991 for people keeping track. I mean-Martha got here in the early Bronze age, but **[more laughter]**. So I’ve been here a while, and in that time, I’ve been doing a lot of things largely behind the scenes to keep this world going around.

In terms of faculty governance, I had a turn on the faculty grievance committee and chairing the faculty grievance committee, spent some time on the Financial Aid Committee, chaired the Financial Aid Committee. Within the Math Department I’ve been Associate Chair, Graduate Advisor, Chair of Undergraduate Studies Committee, I’ve been on the Steering Committee for Polymathic Scholars forever. Basically, I do a lot of stuff, and for the most part I like doing things in the background, just talking with people, getting things done. I was very involved in changing the way that we teach Calculus. And when it came time to, “Oh, gee, we need materials for those!”, well, I went out and made 300-odd videos that all of our-you know, if you’ve taken calculus at UT, you have heard my voice, you’ve seen the back of my hand writing on the pad **[laughter]**, you probably have not seen my face and you probably have not seen my name on the learning modules-that’s not the point! The point is just to get stuff done.

Now, in doing all of these kinds of activities, what I’ve noticed over and over again, is that the people who keep the world turning largely get ignored. That, in our pursuit of excellence-and excellence is a wonderful thing-we take the routine for granted. And that means faculty who are doing important things, important service missions, important teaching missions, and it also in particular includes the non-tenure track faculty.

And I ran for faculty council basically because I want the opportunity to listen with a fresh ear to new problems, but also because I want to address these old, longstanding problems. And, you know, there are trade-offs, I’m not saying it’s a simple matter of “These guys good, these guys bad,” rebalance, you know, it’s not that simple. There are difficult trade-offs, there are difficult questions. I do not claim to have all the answers. Heck-I don’t claim to have any of the answers! But I claim to have an open mind to think about the problems. And I promise to ask the right questions, and make sure that things don’t get left on the side and conveniently forgotten when the big issues are staring us in the face. So, I ask your support and your vote, to have the opportunity to address those kinds of issues and whatever else comes up in a fair-minded way. And, you know, if I can’t have your vote, then, I would recommend Cynthia getting your vote because I think that the representation for the non-tenure track faculty is important. Thanks.

**[applause] [38:27]**

**Charlotte Canning, Professor, Theatre and Dance**

And our final candidate for Executive Committee is Christen Smith, Associate Professor of Anthropology.

**Christen Smith, Associate Professor, Department of Anthropology**

First let me say thank you to Charlotte Canning and Steve Hoelscher for having us here today and also for leading this election at this time and thank you to all of the Faculty Council members for your attention, and for the students in the back, for your attention as well.

My name is Christen Smith and I’m an associate professor of African and African Diaspora Studies and Anthropology. I’m also appointed with the Center for Women and Gender Studies, and I’m also appointed with the Lozano Long Institute for Latin-American Studies. As an interdisciplinary scholar, I bridge campus at all times, and I think that that’s the primary reason why I decided to accept this nomination for Executive Council. I really, truly believe that at this point in our history, we need to be focused on embracing the diverse aspects of our campus. And diversity is something that I work with every day. In addition to the appointments that I have held, I’m also the Director of Student Programs at LLILAS Benson, and that means that I oversee about 45 students, most of whom are international students, most of whom come from Latin America directly and who represent a diverse background. Many of our students are indigenous, many of our students are of African descent, and many of our students have diverse sexual identities and diverse class identities. And it’s that sense of diversity that I would really like to bring to the Executive Council.

I believe that in many ways, this time in our history is one that we are truly seeing the need to come together. This is a very difficult time in our nation, it’s a very difficult time in our world, and those difficulties have been punctuated by some of the tensions that possibly have come out in thinking about the ways that people are dialoguing and coming together. And so, for me, dialogue is absolutely essential. And I think that as somebody who’s one of the younger people that have come up here today **[laughter]** I want to admit that I came to UT in 2006 as a post-doc, and joined faculty in 2007, and I was promoted in 2016. And so I don’t have the long list of experience as many of the people who came and spoke with us, but I do believe that the experience that I have had-as a faculty person of color who has served on many, many committees in her short time here, and has served on committees from the University level all the way down to the Department level across all four departments that I have an affiliation with-I truly believe that I do have the experience to be able to serve you all and bring some of the perspectives that I have from dialoguing across these spaces.

And if there’s one thing that I would like to say it’s that in many ways, when we bring together diverse voices, what we do is really strengthen ourselves as a unit. And so, as a faculty council we are tasked many times with making very difficult decisions as several other people have said up to this point, and in making those very difficult decisions, we’re often speaking for people who are not in the room. And I want us to really think about that as we think about this vote. I want us to really take into consideration who we represent here. We’re a small body, and yet we represent so many. And what I would like to bring to Executive Council, is that perspective; the perspective of those who may not be in the room, the perspective of those who may not be able to be represented here, but who need our support and who need our inclusion.

And so thank you very much for listening, thank you very much for being here today, and I hope I can count on your vote, but even if I cannot, thank you anyways.

**[applause] [42:56]**

**Charlotte Canning, Professor, Theatre and Dance**

My thanks to all of those who have agreed to run. It is no small decision and I think all of us on the Faculty Council current Executive Committee are very proud of the slate. Is there anyone who is a voting member, that is, who will be on the 18-19 Faculty Council, who does not have a ballot and needs one? If you could raise your hand, we’ll get you a ballot. Otherwise, those of you who are eligible to vote, if you could please fill out your ballots, and then Debbie and Victoria will come around and collect them.

**[silence, filling out ballots]**

Okay! Thank you very much. This concludes the business of the Special Meeting of the Faculty Council, and I will relinquish the podium to Steve Hoelscher, Chair of Faculty Council, to begin the regular meeting. Thank you. **[44:30]**

[Remainder of the audio file is the regular meeting of the Faculty Council]