Faculty Affairs Committee

Minutes

September 25, 2018

Attendees: N. Goswami, R. Guell (Ex-Officio), J. Inlow (Secretary), J. Nelson (Vice Chair), S. Powers (Ex-Officio), V. Sheets (Chair), J. Weust

Absent: J. Pommier, E. Strigkas

1. Agenda adopted
2. Approval of minutes from 9-11-2018 (J. Nelson/J. Inlow; 5-0-0)
3. Academic Affairs Liaison Report (S. Powers)
4. Workflow is in progress. Details have not yet been determined for using Workflow to invite Associate Professors to apply for Full Professor, and to invite eligible faculty to apply for sabbatical. If not implemented well, the process could create confusion.
5. Faculty Senate Executive Committee Liaison Report (R. Guell)
6. Senate Executive Committee is concerned about information that came to light from a spreadsheet which indicated the minimal high school GPA and SAT scores currently being used as standards for admission to the University. Past data has shown that SAT scores are not predictive of retention, but high school GPA is well correlated with retention and should be used to make admission decisions. If admission criteria are changed now, it is too late to affect the Fall 2019, and perhaps 2020, cohorts. Admissions standards should be carefully considered with regard to the Fall 2021 cohort.
7. S. Powers will be present at an informal meeting of the Senate Executive Committee this afternoon to discuss issues related to the FAD and Workflow.
8. Chair report (V. Sheets)
9. Nothing to report at this time.
10. Approval of Awards Committee Nominees
11. V. Sheets provided names of 6, 12, and 6 nominees for the Caleb Mills, Dreiser, and Distinguished Service Awards Committees, respectively, who had expressed interest (on the recent survey) in serving in this capacity. Nominees were approved (J. Weust/N. Goswami; 5-0-0).
12. Nominees for Grievance Committee Pool
13. 20 nominees are needed. As potential nominees, V. Sheets provided names of 21 faculty who had volunteered for the Dismissal Committee but had not been selected. It was noted that most of them will need to go through appropriate training if selected for the pool.
14. Concern was raised that only one of the potential nominees is from the College of Business. V. Sheets will attempt to recruit another nominee from CoB. Final selection of nominees will then be made at next meeting.
15. Guidelines for departments for merit pay distribution
16. V. Sheets provided proposed language for the guidelines. There was brief discussion concerning whether the ability to require departments to revise their merit pay policies should fall to the Dean or the College P&T Committee. Ultimately, it was decided that the P&T Committee should be responsible for this, and the language of the proposed guidelines was edited accordingly.
17. The edited guidelines were approved (J. Nelson/J. Weust; 5-0-0).
18. Review of proposal for Faculty Ombudsman
19. A proposal that had been developed by S. Powers in 2015 was reviewed.
20. S. Powers and G. Guell provided background as to why there is currently a need for a faculty ombudsman and stressed the importance that this office be independent and nonpartial with the ability to maintain confidentiality (despite reporting to the Provost or other administrator), and that the person be a current faculty member who is tenured, has extensive institutional knowledge, and continues to teach.
21. S. Powers suggested a model in which an ombudsman has a half-time appointment while continuing to teach. Two half-time ombudsmen (one male, one female) should be considered.
22. Brief discussion about who the ombudsman should report to—Provost and/or Chair of Faculty Senate—and who would be involved in the selection process.
23. V. Sheets will consider details of ombudsman positions at other institutions and draft a proposal to be considered at next meeting.
24. Announcement of tasks for next meeting to be held 10-09-2018
25. Consider revisions to the Senate Executive Committee succession policy (Charge 8).
26. Develop a strategy for review of revisions to departmental BR policies.
27. Adjourned shortly after 9 AM