Faculty Affairs Committee

Minutes

October 9, 2018

Attendees: N. Goswami, J. Inlow (Secretary), J. Nelson (Vice Chair), J. Pommier, V. Sheets (Chair), J. Weust

Absent: R. Guell (Ex-Officio), S. Powers (Ex-Officio), E. Strigkas

1. Agenda adopted
2. Approval of minutes from 9-25-2018 (J. Nelson/J. Weust; 5-0-0)
3. Academic Affairs Liaison report—none, as S. Powers was absent
4. Faculty Senate Executive Committee Liaison report—none, as R. Guell was absent
5. Chair report (V. Sheets)
6. The deadline for departments to develop merit pay policies has been extended from December to February 15.
7. The merit pay guidelines passed by FAC (9-25-2018) were approved with minor modifications by Senate Executive Committee.
8. Nominees for Grievance Committee Pool
9. Concern was raised at the previous meeting that the College of Business was not well represented in the proposed pool. To help remedy this, Steven Lamb from CoB agreed to serve a 2-year term. The pool now consists of 22 nominees, most of whom had volunteered for the Dismissal Committee but had not been selected.
10. Pool was approved (J. Weust/J. Nelson; 6-0-0).
11. Senate Executive Committee succession policy
12. A policy is needed in order to provide for a situation in which a vacancy occurs mid-year on the Senate EC.
13. V. Sheets presented three possibilities for dealing with a vacancy:
14. Leave the seat vacant.
15. Fill the vacancy by offering the seat to members of the Senate who were nominated and included on the ballot in the most recent EC election, in order of votes received.
16. Fill the vacancy by soliciting nominations and holding a new election.
17. There was general agreement that option ii would be a quick, easy, and appropriate process. J. Pommier moved to accept option ii as the succession policy (J. Pommier/J. Nelson; 6-0-0).
18. Proposal for Faculty Ombuds
19. V. Sheets presented a proposal that was a revised version of one developed by S. Powers in 2015. In the new proposal, appointment of the Ombuds involves both the Provost and Faculty Senate, and the Ombuds reports jointly to the Provost and Senate.
20. Proposal was approved (J. Weust/N. Goswami; 6-0-0).
21. Timeline issue with Handbook section 350
22. V. Sheets will clarify this charge, and FAC will take it up at next meeting.
23. Strategy for reviewing departmental revisions to Biennial Review policies
24. After a brief discussion, it was decided that FAC should provide guidelines for departments so that they know what changes must be made to their BR policies (e.g., “exceeding expectations” category must be removed). A few revised BR policies that are exemplary could also be distributed to departments as examples of what is expected.
25. J. Nelson and N. Goswami will develop such guidelines and bring to next meeting.
26. Discussion of charges and other tasks to be addressed at later meetings
27. Promotion and Tenure Oversight Committee Handbook language on MOUs (charge 10)— J. Nelson will get information about this from R. Guell.
28. Textbook policy—need to clarify what FAC is being asked to do.
29. Nomination procedure for Temporary Faculty Advocate
30. It is inherently difficult to find someone to represent the Temporary Faculty; a new nomination procedure is needed.
31. Suggestions for new procedure: department chairs could make nominations each spring; nominees must have a specified minimum number of years at ISU.
32. The current Temporary Faculty Advocate should be invited to FAC meetings.
33. Announcement of next meeting date: 10-23-2018
34. Adjourned ~8:45 AM