Faculty Affairs Committee

Minutes

October 23, 2018

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

Absent: N. Goswami, E. Strigkas, J. Weust

1. Agenda adopted
2. Academic Affairs Liaison report (S. Powers)
3. Work continues on Workflow
4. Faculty Senate Executive Committee Liaison report (R. Guell)
5. Senate approved two action items that came from FAC recently: guidelines for departments for merit pay distribution, and the proposal for Faculty Ombudsperson.
6. Work is beginning on a “policy library”— this will consolidate all the various University policy documents in one place, perhaps reorganizing sections of handbook.
7. Chair report (V. Sheets)
8. There was extensive discussion in the Senate about the guidelines developed by FAC for departments for merit pay distribution. One concern was that merit pay might not be available during a given biennial review (BR) year, but might instead be available during an off-year. Departmental policies regarding BR and merit pay distribution will need to be flexible enough to handle this situation. Ultimately the guidelines developed by FAC were approved by Senate.
9. The Faculty Ombuds proposal developed by FAC was approved by Senate with a minor modification regarding compensation of the Ombudsperson.
10. The Senate Executive Committee succession policy developed by FAC was considered by Senate but was sent back for revisions because the policy does not adequately provide for vacancies in EC officer (secretary and vice chair) seats.
11. Introduction of Temporary Faculty Advocate, Sara Monday
12. Approval of minutes from 10-9-2018 (J. Nelson/J. Pommier; 4-0-0)
13. Development of guidelines for departments for BR policies and merit pay distribution
14. Guidelines can be provided to departments as a bullet list.
15. There was brief discussion about how to handle two issues:
16. Instructors in their first 6 years are not required to undergo BR, so departmental policies should include a mechanism by which they are still considered for merit pay.
17. Merit pay might not be available during a given BR year, but might instead be available during an off-year. Departmental merit pay policies should be flexible enough to handle this situation.
18. J. Nelson and N. Goswami will develop a draft bullet list and bring to next meeting.
19. Nomination procedure for Temporary Faculty Advocate (TFA)
20. After discussion, the following points were agreed upon:
21. Candidates for TFA will be selected in the spring from nominations made by chairs (based on temporary faculty who are likely to be teaching the following fall).
22. The Temporary Faculty will vote on the candidates near the start of the following fall semester.
23. The TFA will have a 2-year term.
24. A desire for opportunity for “transition/connection” between advocates was expressed.
25. HB 350 (deficient performance timeline).
    1. Matter may have arisen due to “back” info (e.g., stuff that had been retained by a chair but not shared) being forwarded & included in a personnel file without faculty member’s awareness. John was asked to review policy and offer input (from a Chair’s perspective).
26. PTOC MOU
    1. PTOC was asked to review instructor non-reappointment, but no clear authority/responsibility to do so. Guidance is sought as to whether authority/responsibility should be granted.
27. Textbook Issue – delayed for future meeting.

Adjourned: 9:05 AM.