

(Chambers/Arrington-Bey, 5-0-0)

## Faculty Affairs Committee

### Agenda

March 1, 2018

Attendees: Stofferahn S. (Ex-officio), Arrington-Bey A., Gallatin H.E., Guell R. (Vice Chair), Chambers M., Tesmer T. (Ex-Officio), Eberman L. (Chair)

Absent: Nelson J. (Secretary), Powers S. (Ex-Officio)

1. Adopt the Agenda
2. Chair Report (Eberman)
  - a. During this week's Faculty Senate Executive Committee meeting the committee discussed our motions to adjust the timeline for PTOC review of an appeal and a correction to an appeals process for exceptions to the 6-year rule. The committee's motion to approve that language failed and they proposed and passed their own language. In the meeting we also discussed the process for oversight regarding FAC's review of department/college retention, tenure, and promotion guidelines.
    - i. Guell questions the authority of the Faculty Senate Executive Committee to oversee this charge of FAC. Eberman offers to follow up with Faculty Senate Executive Committee to confirm the process.
3. Faculty Senate Executive Committee Liaison Report (<5 min)
  - a. S. Stofferhan indicated that the sentiment among members of the Faculty Senate Executive Committee not to pass the language we proposed was specifically related to the addition of a reason to appeal based on "inappropriate standards." The officers of the Executive Committee have produced a memo including minutes indicating the lack of incorporation of the Faculty Senate in the career readiness initiative.
4. Temporary faculty Liaison Report (Tesmer)
  - a. Indicates he has shared concerns about Parking issues with the Senate and is awaiting a response. Has also mentioned requesting a process for 1-year full-time lecturers that S. Stofferahn has brought to the Executive Committee. He is not sure of other issues among the part-time faculty because no other issues have been brought to him.
5. Approach for reviewing incoming Promotion, Tenure, and Retention Guidelines
  - a. Motion to approve the evaluation rubric for analysis of the departments  
(Eberman/Arrington-Bey, 5-0-0)

(Chambers/Arrington-Bey, 5-0-0)

6. Charge #2 – Conduct a review of the biennial review once it is complete this year and offer recommendations for improvement.
  - a. Motion to approve the revised Faculty Performance Evaluation Model with the approved changes below (Eberman/Chambers, 5-0-0)
    - i. Motion to strike everything included in the revision leaving the process unchanged (Guell, no second).
    - ii. Motion to remove all references to administrative duties within the document (Lines 56, 64, 103) (Eberman/Gallatin, 4-1-0)
    - iii. Motion to reject the timeframe changes from Fall to Spring and revert dates back to the original model (Arrington-Bey/Eberman, 4-0-1)
    - iv. Motion to strike “to Full Professor” from Lines 20-21 (Arrington-Bey/Eberman, 4-0-1)
    - v. Motion to eliminate all references to compensation for exceptional performance (Guell/Chambers, 4-0-1)
    - vi. Motion to charge FAC AY18-19 with reviewing the criteria established for “Meeting Expectations” for each department next year to effectively raise the expectations for this area. (Eberman/Gallatin, 5-0-0)
7. Motion to inform Faculty Senate Executive Committee that the Faculty Affairs Committee believe this is an ineffective process to identify underperforming faculty as well as reward excellence. (Eberman/Chambers, 5-0-0)
8. Adjourn