

Approved (Guell/Chambers 4-0-0)

Faculty Affairs Committee

Minutes

December 11, 2017

Attendees: L. Eberman (Chair), J. Nelson (Secretary), T. Tesmer, M. Chambers, T., N. Goswami, S. Powers (Ex-Officio), Stofferahn (Ex-Officio), R. Guell (Vice-Chair), A. Arrington-Bey, H. E. Gallatin

Absent:

1. Adopt the Agenda
 - a. 0800
2. Approve Minutes from 11/16/2017
 - a. Goswami/Chambers 7-0-0
3. Chair Report
 - a. 900 Sections were taken to Senate Exec for review. Substantial discussion of 932. Spence, Kummerow, and Eberman asked to revisit this section in a small group.
4. Academic Affairs Liaison Report
 - a. No report
5. Faculty Senate Executive Committee Liaison Report
 - a. No report
6. Temporary faculty Liaison Report
 - a. Recommendation from part time faculty that parking fee for temporary faculty be waived. Prior discussion and movement from FEBC, but no solution. Will be re-looked at in mid-January.
7. Charge #2 – Conduct a review of the biennial review once it is complete this year and offer recommendations for improvement.
 - a. Eberman discussed survey that was distributed to faculty and email feedback received. Objective to identify high and low priorities. Guell provided history of the development of the biennial review, past merit pay and pay for performance. Guell recommended a star system of evaluation/merit pay.
 - b. Does current remediation plan work? Powers provided some data related to the past remediation plans, number of those found to be underperforming. Large discussion regarding review of faculty comments. Priorities identified include and motions: Chairpersons and evaluation outside of their home department (Eberman/Chambers),

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merit pay (Nelson/Eberman), chair pool (remove chairpersons from competing against their own faculty) (Eberman/Chambers), evidence to support administration roles, time and formatting issues (Guell, Eberman), reconciliation needed on personnel file inclusion, interim grades/attendance (Eberman/Nelson) and executive director of nursing to be added to biennial review process (Nelson/Chambers). Each motion all 7-0-0.

- c. Motion to develop taskforce to begin reviewing the above priorities.
Eberman/Chambers, 7-0-0. Volunteers for taskforce by self-nomination: Chambers, Eberman, Goswami
8. Adjourn
- a. 0915