

Approved (Chambers/Gallatin, 5-0-0)

Faculty Affairs Committee

Minutes

September 14, 2017

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

Absent: None

1. Adopt the Agenda
 - a. 0803
2. Approve Minutes from 9/7/2017
 - a. Chambers, Nelson (5-0-1)
3. Chair Report
 - a. University Grievance Pool- L. Eberman reports that the pool has not been established well since 2012. Spoke with L. Brown to solicit volunteers. Pool will need to be 20 faculty, training with L. Reynolds. Inclusive excellence and discrimination training will be focused on.
 - b. Document 245.3.3.5- Revisit vacancy and elections. EXEC proposed some language changes.
 - c. FEBC Charge- L. Eberman to reach out to FEBC chair, FEBC will take on most of work then FEBC to move work back to FAC.
 - d. AAC, FEBC, Institutional Research Faculty Retention Report. Reports were developed last year, now this year to use this reports and synthesize information to Exec. R. Guell to represent UFAC to begin reviewing this data. Some discussion regarding what institutional review houses for data. L. Eberman voiced concern that some faculty for various reasons, perhaps not on there on accord.
 - e. Role in Review of Promotion and Tenure documents: L. Eberman questioned what is the criteria for FAC to maintain P/T documents? Is PTOC involved?
R. Guell discussed that a subcommittee should be formed of UFAC, reviews changes to P/T documents. UFAC reviews and provides feedback to departments for revisions or edits. PTOC should do post review, routine review of documents. UFAC has the responsibility to review all documents that have been changed within the last 12

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months. Recommended a subcommittee of three UFAC members. R. Guell volunteered to be a part of this committee.

S. Powell discussed timelines for faculty submission into FAD. L. Eberman, R. Guell, J. Nelson and M. Chambers to make up UFAC P/T Review Committee. University handbook 308-18-2 proposal for changing P/T documents.

4. Academic Affairs Liaison Report
 - a. No Report
5. Faculty Senate Executive Committee Liaison Report
 - a. Temporary faculty liaison nominations moved to provost for selection
 - b. IR approached about student evaluation data. According to S. Power overall student evaluations have increased. R. Guell reports there are multiple ways to evaluate faculty, peer evaluations, student evaluations etc. Student evaluations are not the sole way to evaluate faculty.
 - c. Review of administrative duties was well received by exec, provost.
6. Temporary Faculty Liaison Report
 - a. No report
7. Charge #11 – Consider revisions to Constitution to account for the appointment of alternates when none have been nominated.
 - a. Motion to revise 245.3.3.5 with revisions suggestions from Exec and strike 245.3.3.6 (L. Eberman, J.Nelson, 4-1-1). Discussion regarding special elections, change in constitution and repercussions for college representatives. Hope for passing in December, January special election could occur or procedure to allow for alternative.
8. Charge #5 – Maintain grievance committee pool
 - a. L. Eberman led discussion regarding addition of instructors to pool, increase inclusion language, training for process of grievance procedures including inclusion, non-discrimination, and lack of bias for members annually. We have some mediators on campus. Motion to revise 246.14.5.1 (L. Eberman, M. Chambers 6-0-0)
 - b. Motion to revise 246.14.5.2 (L. Eberman, M. Chambers 5-0-1)
9. Charge #4 – Select nominees for service on Awards Committees
 - a. Document attached. Motion to approve pools (L. Eberman, J. Nelson, 6-0-0)
10. Charge #12 – Investigate how program administration and/or chair duties are being evaluated in the tenure, promotion, and retention process.

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- a. Tabled until next meeting

11. Adjourn

- a. 0907