

Faculty Affairs Committee Minutes

2/28/17

In attendance:

Eric Howington

Laura Wright

Jt Cox

Alicja Rieger

Robert Spires

Peter Geldrich

Nancy Swanson

Approved 11/9/17 minutes

Transfer to non-tenure track policy

Discussion of the items about 5 year notice pre-tenure to switch to a non-tenure track position. Other peer institutions did not clarify this. The group noted that the current policy is clear that the faculty member cannot switch based on performance reasons so the year stipulation is not necessary. The University lawyer currently also has the document and is reviewing. Committee Chair will ask the University lawyer about this specific issue. We will wait to hear from the University lawyers author.

Conflict of Interest

We did not see any needed changes. Again, this document is also at the University lawyer. The committee agreed to wait to see the changes that the University lawyer requests. We will review these changes and send back to faculty senate.

New annual faculty evaluation

Committee discussed the potential for controversy. Two committee members were also on the committee that developed the new document. One potential conflict is the 4-level system which leaves room for subjectivity. The potential for cherry picking high profile faculty for distinguished as opposed to faculty who do effective work but is not as publicly recognized. The new document creates a gradation allowing for faculty to be put on a remediation plan if at the needs improvement level. Another potential conflict is the uniform implementation of the use of needs improvement as a warning level prior to getting an unsuccessful rating across departments and colleges. The group discussed potential issues with bigger review milestones such as pre-tenure review. The issues discussed also included the benefits to having areas needing improvement, and holding administrators accountable for addressing issues and offering help for faculty to improve. We also discussed the drawbacks which included potential personal vendettas where administrators do not fairly implement this system. We are unclear as to whether some kind of training for department heads would be included in order to insure more uniform implementation. We discussed sending this to the University lawyer for review.

No new business or announcements.

Committee members will further review these documents for discussion after University lawyer reviews the documents.