

## Faculty Affairs Committee Minutes

3/22/17

In attendance:

Eric Howington

Laura Wright

Laura Carter

Robert Spires

Peter Geldrich

Nancy Swanson

Lorna Alvarez-Rivera

Approving February minutes by email

The group examined the changes made by the University attorney's office to the document titled Conversion to Non-tenure Track Draft Policy Legal Edits. Changes to the document appear to clarify that this 'conversion' process must be done in the first 5 years as a tenure-track faculty. This conversion does not seem to apply to tenured faculty who wish to convert to non-tenure track. The group is unclear as to whether a new document would need to be developed for this specific case.

Newest draft appears to have some discrepancies, particularly in regards to this point-

- Probationary credit toward tenure shall not be awarded for service in non-tenure track positions.

Committee members are unclear as to whether this means a tenure track faculty who then switches to non-tenure track and then applies to a new tenure track position would be able to carry over any previous years of service in the new position. Eric will contact the university attorney for clarification. We will decide on the document after clarification from the attorney's office, which may include removing the above added bullet point.

Committee noted two issues where the word Convert needed to be changed to Conversion.

At the end of the document, the term Chairman is used. Typically, in other such documents the term Department/Unit Head. Committee agreed to change to Department/Unit Head for consistency.

Committee noted university attorney's changes to the document Instructional Conflict of Interest for Family Members Policy Draft Legal Edits. Several new paragraphs were added. List of roles that qualify as 'immediate family' seems to be lacking specifics including romantic relationships/domestic partners.

Committee discussed the Faculty Evaluation Model, particularly the 4-point evaluation scale. Some faculty liked the model as long as there were actionable steps by administrators provided to the faculty member who received a low rating. We found wording in the document that clarified this and feedback should be provided by administrators if a faculty member received a low rating on the scale. Some faculty found that fear from colleagues centered around departmental conflicts and inconsistency, which is beyond the scope of this University-wide FEM. These documents are not likely to be finalized by the time of the final Faculty Senate meeting in April, meaning it will likely resume in the Fall 2017.

Committee members will solicit comments from colleagues regarding the FEM document, specifically the 4-point scale. The committee will meet once more this academic year in April.