

Faculty Affairs Committee Meeting Minutes

Tuesday, 2-26-19

11:00 a.m. – 12:15 p.m.

Whitewater 120

Meeting called to order: 11:01 a.m.

Present: Shelly Burns (NURS, '19), Parul Khurana (Recorder; NSM, '19), Laverne Nishihara (Chair, HSS, '19), Susan Brudvig (BUSE, '20), Christine Nencik (HSS, '20), Jayne Rivas (BUSE, '20), Wongun Goo (BUSE, '20), Stephanie Whitehead (HSS, ex officio as UFC Rep.),

Guest: Rebecca Clemons (for Curriculum Committee as co-chair)

Minutes of 2-12-19 – Laverne asked for two clarifications of the GAC section of the minutes, which FAC provided. The minutes were approved as corrected.

Updates:

Graduate Affairs Committee (GAC) Discussion:

Discussion of Senate standing committee possibility--with Curriculum Committee Co-Chair Rebecca Clemons

- Rebecca wanted to know the advantages and disadvantages of the committee and had more questions
- Rebecca: Curriculum committee (CC) processes CARMIn, programs fairly quickly (mainly CC checks that things are completed properly). Question: Does GAC do more than this? What is their scope, their charges?
- Comment: GAC has not consulted CC on processes.
- Comment: There are examples of standing committees that work year-round over the calendar year, like the Faculty Board of Review.
- People have commented that they would like to vote for or at least approve the members on the committee. Some committees have been elected by voice votes (or approval of the whole slate, like Budgetary Affairs Committee), and recently there have been ballot votes for other committees. For CC, members volunteer or accept nominations, and then are voted for. Budgetary Affairs Committee has members that are nominated from schools, and then senate approves.
- GAC currently falls under the Office of Academic Affairs. Their site needs to be updated, for example, with the current membership.
- Some standing committee chairs are on the agenda committee. GAC does not have to attend except when GAC has items for Senate, but Jerry Wilde has been voluntarily attending the meetings.
- Rebecca: GAC has as critical or as important a task as the CC. It is oversight of our graduate program. Don't know what they gain from being a standing committee except for transparency of who is on the committee.
- Susan Brudvig got in touch with the SWK/HSRV and LIB about this discussion.
- Laverne asked Rebecca to bring this information to the CC and send comments, if any.

- Laverne has created a document with comments from other schools.
- Members of FAC are talking about this at various schools
 - EDUC – February 28, Laverne
 - NSM – Feb 28, Parul
 - NURS – March 4, Shelly
 - BUSE – March 7, Susan
 - HSS – March 7, Christine
- Question: After compiling responses from faculty should FAC briefly report to senate? It would be up to faculty to see if we move forward or not.
FAC decided that after compiling responses FAC should report to senate and make a recommendation to fulfill our charge.
- Susan: When she talked to Ed Fitzgerald and Frances Yates, she felt that there were strong opinions. There are concerns about bringing this up in the School of Business.
- Question: Is this an antagonistic issue? Where did this charge come from?
Laverne explained that GAC was formed when graduate programs were started. During new business in the senate, some GAC members suggested and brought up the motion that the committee be made an independent committee rather than a standing committee of senate. Based on a voice vote this was approved without discussion. Later it was found that some GAC members did not know about this motion ahead of time. Faculty senate president could not comment, bring up a discussion or vote on this. This was contentious.
- Question: Why the pushback?
Comment: Some people don't like senate or faculty governance.

Reviews of Administrators: Update and Discussion

Discuss and finalize topics to be sent to the EVCAA

- Upon the request of EVCAA Michelle Malott FAC has come up with topics, and she will consider them.
- Laverne suggested an alternative for #6 (EVCAA addresses faculty concerns about deans...) – The EVCAA provides leadership and guidance to deans and equivalent supervisors.
- Susan suggested changing #2 to say that EVCAA fosters collegial campus atmosphere instead of “is respectful”.
- Being respectful and two-way communication should stay separate.
- For EVCAA being trustworthy, say demonstrates integrity, transparency (except for confidential matters).
- Comment: It may be okay to have the same topics as the formal review.
- Considering “maintaining high academic standards”: faculty set standards for students in our courses and programs. Susan suggested that we think about academic leadership. Added “in collaboration with faculty”. Also added to #5.
- Comment: These are suggested topics as requested. We are not providing questions.
- Shelly suggested changing the wording of topic from old #6 – EVCAA addresses/acknowledges faculty feedback, concerns and complaints.
- Comment: “articulates a” vision instead of possesses a vision.
- Laverne will send the topics to EVCAA Malott by Tuesday evening.

Post-Tenure Review proposed revision: Update and Discussion

Proposed revision dated 2-28-17 (09 in Box folder)

Current Post-Tenure Review policy (10 in Box folder)

- Pg. 3
 - Laverne shared the categories on her annual review and others agreed that there were several categories. There were no merit categories.
 - “The campus, ~~and the divisions...~~”
 - Units or divisions never determined what constitutes “unsatisfactory performance” and that was on purpose.
 - Added comment: “this is still missing from schools and academic units’ policies.”
 - Since divisions never came up with what constitutes “unsatisfactory performance,” and if this policy is not followed, faculty who are dismissed can say that the policy was never used, and/or that the policy is invalid because divisions never came up with what constitutes “unsatisfactory performance.”
 - For the blue paragraph “[In the rare case...]” – it is potentially objectionable.
 - Faculty should be trying to improve.
 - Have to be cautious about the difference between dismissal and post-tenure review. FAC has to think about where to put the red paragraph currently at the start of the document. We will continue to think about it in terms of organization of the policy.

Other

Laverne brought up the vacancies on FAC for the next academic year. She has talked to senior faculty to step in since they have experience. Edwina Helton has expressed interest. Preferably, FAC will have representation from all schools.

Meeting adjourned at 12:18 PM.