

Faculty Affairs Committee Meeting Minutes

Tuesday, 9-24-19

11:00 a.m. – 12:15 p.m.

Whitewater 120

Present: Chera LaForge (Chair), Stephanie Whitehead (HSS, ex officio as UFC Rep.), Wongun Goo (Recorder), Christine Nemcik, Jerry Wilde.

Absence: Jayne Rivas

Meeting start time: 11:03 a.m.

- I. Minutes Notes Schedule
 - a. The FAC members volunteered to take notes on the following schedule:
 - i. October 8-Christine Nemcik
 - ii. October 22-Jerry Wilde
 - iii. November 12-Edy Helton
 - iv. November 19-Open (meeting may not be needed.
 - v. December 10-Jayne Rivas
 - b. Minutes of 09/10/2019 Meeting
 - i. Reviewed and approved without change.
- II. Discussion of Promotion and Tenure Standards
 - a. Stephanie briefly explained the purpose and background of the Identifying Pathways for Excellence in Teaching Document.
 - b. The Chair began reviewing each principle, and the FAC identified the locations of the relevant criteria/ evidences. Then, the FAC members suggested recommendations based upon each criteria.
 - i. Direct evidence of student learning
 1. Locations within IUE's policy: Course evaluations, reflective analysis, peer reviews, note about alignment of learning outcomes.
 2. The FAC recommended incorporating the assessment data with these.
 - ii. Rely on multiple sources of evidence and reflect on interconnections.
 1. Locations within IUE's policy: the list of evidences of the quality of teaching on p15.
 2. Recommendation: the evidence needs to be described in reflective analysis,
 - iii. Focus on indicators of good teaching supported by research on teaching and learning
 1. Locations within IUE's policy: ISU criteria, integration of high impact practices, section on instructional delivery.

- 2. The FAC confirmed that the current IUE policy is good, but recommended including SoTL in the philosophy of teaching, as well.
 - iv. Recognize the excellence in teaching goes beyond the classroom
 - 1. Locations within IUE's policy: Professional Development.
 - 2. Recommendation: consider mentoring as an evidence and identify other feedback methods.
 - v. Develop comprehensive pathways documents that guide faculty through the promotion and tenure process.
 - 1. The FAC member agreed that this request would be fulfilled during mentoring or new faculty orientation, so not necessary to be included in the P&T Policy.
 - vi. Focus on teaching as a learned craft, achieved through intentional and diligent practice.
 - 1. The FAC members agree that this can be covered in the philosophy of teaching. Mentoring can highlight the importance of SoTL and downplay the fear of failure.
 - vii. Require faculty to understand their teaching goals
 - 1. Currently highlighted in the Rights and Responsibilities of the Candidate.
 - 2. The FAC suggest the Deans and P&T committees can support this goal through mentoring and direct guidance.
 - viii. Expect applicants to build a strong teaching foundation
 - 1. The FAC recommended including new standards surrounding alignment and assessment in the P&T Policy.
 - ix. Demonstrate use of exemplary teaching methods.
 - 1. The FAC agreed that evidence-based practices would fulfill this, but also recommended considering one more criterion if possible.
 - x. Document students' learning
 - 1. Covered in discussions above.
 - c. The Chair will circulate the memo with the Deans and their responses by October.
 - d. Suggestion; our recommendations are very simple and straightforward (like "minor tweaks", and doesn't need substantial changes on the current P&T policies.
 - e. Other charges to the committee include adding community engagement & student success, which may require more thorough review of the policy.
- III. Next meeting: we will continue to review these seven criteria and the revision on the criteria of community engagement.
- IV. Note: if P&T polices are changed, the policies for the lecturer and clinical professor need to be changed as well.
- V. Vacancy: we need a candidate from NSM or Nursing, if possible.

Adjourned: 11:58 a.m.