

University Faculty Affairs Committee

Minutes: October 6, 2014

Monroe 4th floor lounge, noon

Committee members in attendance: Eric Gable (Chair), Louis Martinette, Melina Patterson, Hilary Stebbins (Secretary)

1. Retouched on consultant motion

- Eric spent some time debriefing our new member, Louis Martinette, on the background behind the motion regarding soliciting faculty input on consultant hiring.
- We briefly reviewed the points that the UFC requested regarding providing clarity for the examples in the motion and their question regarding how this differs from a search where faculty are engaged but not consulted.
- Melina is continuing to work on a document to circulate among us that will address the UFC's questions and/or ask for more guidance regarding what information the UFC would like.

2. Retouched on merit pay motion

- Eric spent some time debriefing our new member, Louis Martinette, on the background behind the request from the CAS chairs that we put forward a proposal to suspend the merit pay evaluations from the Annual Performance Review Process.
- We discussed some of the potential strengths and weaknesses of this idea and brainstormed potential question that would need to be answered (e.g. who would this apply to and how would it fit into faculty evaluations?).
- During the September meeting Jo Tyler volunteered to evaluate the handbook to determine whether there is language that relates to these concerns so that we can develop a broader list of questions to address.

3. "Unethical/Predatory" Publications

- Provost Levin circulated an e-mail to the faculty regarding "unethical/predatory" publications and how such publications should be evaluated in the promotion and tenure process. He charged the UFAC with reviewing this issue, specifically considering whether the faculty handbook should be revised to address how the quality of journals are evaluated.
- Eric, as chair, met with Jonathan and reported back on some of the things that they discussed, namely that this is a University-wide issue (not just related to the business department).
- Louis, being from business, provided some helpful perspective on how his college is thinking about this issue. One point that the committee raised is that the terms unethical or predatory are perhaps misleading and we should instead be thinking about the quality of the journal in terms of peer review, etc.
- We discussed some possible issues related to publishing in such journals such as the need to increase transparency (e.g. being able to identify who publishes where) and also in the need to increase education (especially of junior faculty) regarding publication standards.
- We also raised the problem that the vague and ambiguous language of the handbook regarding tenure and promotion standards makes it difficult for the handbook to address this issue.

The meeting was adjourned at 12:53pm.

Submitted by: Hilary E. Stebbins