

University Faculty Affairs Committee Minutes

September 10, 2018

Call to Order

Marie McAllister called the meeting to order at 4:04 PM in Combs 348.

Attendees

Miriam Liss (CAS), Marie McAllister (At-large, Chair), Jennifer Magee (At-large), Jo Tyler (COE), Craig Vasey (At-large, Secretary), Xiaofeng Zhao (COB)

Approval of Minutes

The minutes of August 29, 2018 had been approved through email communication and did not require approval at this meeting.

Officers Reports

Marie reported that all three Deans have responded to our inquiry about late cancellation of classes and Associate Deans/ Chairs, but she has not had time to read them yet, so we will not take this up today. Discussion revealed that the former concern seems not to constitute a large enough concern, at least at this moment, so we agreed to remove it from our agenda.

Other reports

Items of Business (including Motions)

Discussion of Old Business items.

Motion on Faculty Marshals

The motion was drafted by Miriam and presented by Marie; discussion led to a decision to omit reference to the number of marshals, as apparently merging the undergraduate and graduate commencement ceremonies into one is under consideration.

2.4.8 Faculty Marshal

The Faculty Marshals direct the faculty during graduation and honor convocation. They also serve at any other event (e.g., the inauguration of a new President) where faculty formally process in their regalia. Additionally, the Grand Marshal leads the party platform, carries the mace, leads the president in and out of the event, and convenes and concludes the Commencement Ceremony from the podium. Faculty Marshals are appointed by the UFOC in two-year staggered terms after a nomination process. Faculty Marshals must have volunteered to serve in this position. The Grand Marshal is appointed

from among the Faculty Marshals and is re-appointed by the UFOC every two years. Both Faculty Marshals and the Grand Marshal may serve for multiple terms.

Rationale: until now there has been no process by which Faculty Marshals and the Grand Marshal are selected; this proposal eliminates the arbitrary character of the appointment. The current Faculty Marshals have done an excellent job and by not having term limits can continue serving in this capacity if there are not other interested parties. However, this creates transparency to the process and allows a variety of faculty who may be interested in this position to serve. It is recommended that this go into effect for fall of 2019; UFOC would need to address the task in spring 2019.

Teaching Center. We reviewed the “What a Teaching Center Could Do” document. Marie will edit it a bit, spelling out what “TIP” is, and forward it to the Provost for review.

Annual evaluation and merit pay.

Having considered the Dean’s questions to us, and background materials such as *Merit-based Pay and Employee Motivation in Federal Agencies* by Sungjoo Choi and Andrew B. Whitford (*Issues in Governance Studies*, Nov 2013), the Committee came to consensus on the following:

--to eliminate the Weighting form,

--to eliminate numerical rankings completely, substituting “satisfactory” and “unsatisfactory” as terminology for indicating merit or lack thereof,

--that there is no reasonable way to determine merit awards for the past eleven years, even if funds were available for that purpose,

--that assistant and associate professors and RTA’s need robust feedback in APRs, just as junior faculty should be mindful, in writing their FAARs, of their upcoming appearances before Committees of Promotion and Tenure. However, we declined to address the question of differences in the FAAR and APR between full professors and other ranks, or guidelines for the content of either, allowing the Deans to provide leadership in their Colleges. Also, it is obvious that once 0-3 ratings are eliminated, faculty will decide to write their FAAR according to their own motivation and circumstance. We need to review the Faculty Handbook and find all the places where it will have to be changed –eliminating references to numerical rankings, to averaging, to Weighting forms, etc. Marie said she would begin that process and call on us for assistance when the going gets tough.

Mentoring and Third Year Review constitutes a major item and will remain on our agenda. We agreed to all read Appendix K of the COE *Faculty Handbook*.

Minority faculty service on search committees and other committees. We decided to leave this on the agenda for the spring, and perhaps ask Deans to look into service loads of minority faculty.

Discussion of New Business items.

We considered whether the AAUP's *Recommended Institutional Regulations on Academic Freedom and Tenure* (2018 revision) –specifically section 13, b, 1—should bear on the question of appointment letters for adjunct faculty, but concluded that it should not. The question was raised whether this revised statement needed to be incorporated in the Faculty Handbook. The revised statement is about faculty appointments and termination, but does not involve revision of the AAUP 1940 statement on academic freedom. We will return to this at the next meeting.

Announcements The next meeting will be in Combs Hall 348 on October 10.

Adjournment The meeting was adjourned at 5:09 PM.