

Faculty Affairs Committee Meeting Minutes

Friday, February 4, 2022

In attendance

Janette Hill	Shira Chess
Richard Vining	Esra Santesso
Nancy Dellaria	David Okech
Artur Muszynski	C. Brock Woodson
Bettie St. Pierre	Timothy Grey
Wayde Brown	Andrew Park
Amanda Smith	Sherry Clouser (guest)
Mark Huber	Elizabeth Weeks (guest)
Kent Barnett	Annette Poulsen
Puneet Dwivedi	John Peroni
Yoo-Kyoung Seock	Y. George Zheng
	Amber Prentiss

Meeting began 2:30 PM, February 4, 2022

Motion to approve January Meeting Minutes: David Okech. Second: Timothy Grey. Vote: approved unanimously

Update on Status of Student Success Activities Draft Language

Janette Hill provided update to group about status of draft language, at present not yet advanced to Executive Committee

Update on Lecturer Guidelines

Janette indicated that several units have requested clarifications regarding aspects of the recently revised lecturer guidelines. Esra Santesso and Janette discussed need to consolidate possible clarifying amendments into a single document.

First matter for discussion: Academic Professional Guidelines

Janette reviewed recent Executive Committee consideration of Academic Professionals Guidelines revisions drafted by FAC. Executive Committee vote on revised guidelines resulted in a 12-12 tie, defeating the proposal. The FAC discussed the reaction to the proposals within the Executive Committee meeting to better understand outcome of the vote.

FAC discussed possibility of drafting an email in response to communication sent by Paul Matthews that was critical of FAC's process for drafting the proposed guidelines. Janette will circulate language for consideration.

Second matter for discussion: Non-Tenure Track Survey

Janette requested feedback and input regarding a draft survey of non-tenure track faculty to learn their preferences and concerns about PTR issues. John Perino suggested possible use of survey results to inform further revisions of Academic Professionals guidelines. Mark Huber suggested including Lecturers in survey.

Bettie St. Pierre moved to table discussion of revisions to Administrative Professional guidelines. Timothy Grey provided second. Vote unanimous.

Discussion of survey revisions continued. Bettie St. Pierre questioned utility of survey at this time if no immediate application planned. Several FAC members asked questions about promotion and review standards applied by units; Elizabeth Weeks provided clarification. Mark Huber suggested survey be targeted to faculty going up for promotion, and Sherry Clouser suggested sending to faculty who recently went through the process. Janette suggested sending to clinical faculty, the next group with guidelines facing review. Esra Santesso suggested examining possibility of more uniformity in guidelines.

Bettie St. Pierre suggested limiting FAC agenda given short time left in academic year, deadline for EC agenda (March 17), and pending widespread turnover in FAC membership.

John Perino moved to table survey discussion. Puneet Dwivedi second. Unanimous approval.

Third matter for discussion: FEPP Working Group Updates

Elizabeth Weeks presented slides with updates to USG handbook guidelines for post-tenure review including:

1. Language to address Student Success Activities
2. Due process requirements for additional review
3. Shift from 3-point scale to 5-point scale to report satisfactory faculty performance

Elizabeth reported timeline for revisions: progress report by April 1, 2022, and Fall 2022 progress report by September 1. Application to post-tenure review by Spring 2023. Questions remain about retroactivity of standards upon implementation.

Elizabeth left meeting. Janette discussed flow of information and feedback as drafting continues.

Bettie St. Pierre and Janette discussed working group's preference for appeal process at first annual evaluation and Janette said request for same sent to provost and awaiting feedback. Esra Santesso suggested incentive structure built into guidelines to reward positive outcomes.

New business delayed until next meeting.

Motion to adjourn by Mark Huber. Esra Santesso second.

Meeting adjourned at 4:05 PM.