

Faculty Affairs Committee Thursday, February 25, 2021

2:30 – 4:00pm

Zoom meeting ID: 932 8928 1696

Password: 445183

Present: Dr. David Warner, Kate Benchoff (co-chair) Diana Bartlett, Kathleen D’Ambrisi, Tanda Emmanuel, Bernie Murphy, Aaron Mitchell, Laurie Montgomery, James Niessner, Regina Yurek,

AGENDA & Minutes

1. Approve the minutes of January 28, 2021 (Action) Motion to accept Regina Yurek, 2nd by Diana Bartlett – minutes approved unanimously
2. Review and discuss the criteria required for promotion to full professor – Kate

Original Recommendation for Reaching the Rank of Full Professor

Master’s Degree, plus 30 additional approved graduate semester hours or their equivalent (i.e. MFA, Ph. D.; to total 60 credits), as defined by the Academic Affairs Faculty Guidebook. Five years at Associate rank. Peer review committee review. Demonstrated teaching excellence based on a rubric completed by a peer review team. Demonstrated progress on an approved professional development plan.

Original Recommendation: In addition, candidates for promotion to the rank of Professor must have a history of accomplishments in three areas: 1. Outstanding service to the College 2. Evidence of superior teaching, including student evaluations and superior performance reviews 3. A record of leadership among peers in areas such as instruction, scholarship, professional contributions to the field of study, professional development, college committee participation, and service to students and the broader college community.

Suggestion Revision:

Master’s Degree, plus 30 additional approved graduate semester hours or their equivalent (i.e. MFA, Ph. D.; to total 60 credits), as defined by the Academic Affairs Faculty Guidebook. Five years at Associate rank. Peer review committee review. Demonstrated teaching excellence based on a rubric completed by a peer review team. Demonstrated progress on an approved professional development plan. In addition, candidates for promotion to the rank of Professor must have a history of accomplishments in three areas: 1. A record of ongoing service to the College 2. Evidence of student-centered teaching excellence, as defined as continually exceeding teaching expectations outlined in the faculty guidebook; evidence may include student evaluations, peer and administrative performance reviews, student comments, awards or professional recognition, and/or other evidence as identified by the applicant and the peer review committee 3. A record of leadership among peers in areas such as instruction, scholarship, professional contributions to the field of study, professional development, college committee participation, and service to students and the broader college community.

Discussion: Most common feedback/concerns – faculty concern superior teaching too ambiguous (and listed student evaluations) –expecting more from faculty without compensation – if so, compensation should be reflected. (Laurie Question – Would the cost of taking classes negate the benefit of pay to get the credits for full professor – some degrees/programs are more expensive than others). How can we recognize the hard work & accomplishment (ideas like a course release one year, ceremony etc.)

Most likely faculty would be or are already doing this, so it would not be hard to reach these milestones.

Tanda suggested, perhaps survey the faculty to see what they would recommend in order to be recognized. Gina asked if we should still solicit input from the faculty – perhaps get a few ideas from each division.

Discussion to vote on revised recommendation – but table to allow time to discuss with Dr. Klauber for the March meeting and bring back to Faculty Assembly as needed.

Laurie motioned to approve Kate’s recommendation as written (above) and table until next meeting Gina 2nd the motion. ***The motion was passed and tabled with no dissents or abstentions.***

3. Other

James had question – at Division meeting, committees are supposed to give updates so, should we hold off giving the information at the next meeting (response - give general information that the recommendations have been discussed.

If approved – how or will it be grandfathered in?

Next meeting: Thursday, March 25, 2021 via zoom