

Faculty Affairs Committee

Thursday, October 28, 2021

2:30 – 4:00pm

Zoom meeting ID: 930 0022 6504

Password: 627120

AGENDA

Present: Dr. Warner, Kate Benchoff, Megan Dayhoff, Kathleen D’Ambrisi, Mary Hendrickson, Diana Neeriemer, James Niessner, Laurie Montgomery

Absence: Lore Kuehnert, Gina Yurek

1. Welcome new members: Lore, Megan, Mary
2. Approve the minutes of April 22, 2021 (Action)
 - a. No changes
 - b. Minutes approved unanimously
3. Old Business: Continuation of discussion of promotion to full professor
 - a. Kate started with this – felt should be more than just time and are there incentives? So we need to take back to Dr. K
 - A. Clarification of procedures – Discussion – need to decide how this will be done
 - B. Determine the process by which faculty who are already at the rank of full professor can become eligible for the incentives – Discussion (if don’t want fine but not fair to people who have done the extra work if we just give it to them)
 - C. Clarification of the incentives – Discussion – See below
4. Other

Clarifying how & when eligible for incentives – alternative release maybe 1 credit every 3 years – do you apply or automatic? How do we get increased budget for PD and how often (on cycle?)

How is this going to be managed/tracked? Louise has list of each faculty rank, years etc.

Revision to Full Professor on page 3 of April 2021 minutes.

Recommendations:

Kate ?? – what is this committee is responsible for doing & what needs to go to other areas (like when go into effect & how to apply if already full professor) – what about Peer Review process & Rubric for determining if meet requirements – us or another group?

Do we need outline this for all ranks? Or have different rubrics for each rank?

Our charge is to revise policy – Full Professor – Minutes Page 3 (4/2021) – pretty much approved lighter font (red) – how implemented or evaluated falls under VPASS? Also with DD – if feel faculty don't meet criteria/standards they shouldn't send it forward.

Went over –New wording Revisions: how do we support teachers to know what needs to be essential (maybe on ARPDP) so they can be on the Full professor track maybe from the very beginning.

- Prior years Issue with BOT (Emeritus) not clear what they have done – Hence tying in Emeritus status into Full Professor.

Question - Do we need a new charge – new ARPDP/Eval form to hit what we want? Kate will talk to Rebecca who is leading the ad hoc committee working on the form review.

Mary – maybe when person gets Assoc Prof. talk to faculty to start discussion on expectations and what is needed going forward to get to Full Prof. (annually with ARPDP & DD)

Mary about Revision for #1 – What about service (5 years on committee never meets etc.) – is there a way to differentiate? Leadership as co-chair may have more weight than just being on a committee – could be double duty (College Service and leadership) Can we provide better language or some specific examples to show how these areas can be met.

Mary & Dave/Kate will work on #1 to provide clarification /examples/rewording.

Good to have examples in ARPDP to people can see what peers are or may be doing. (Talk to Linda Cornwell for Fletcher center resources for faculty on this)

2 items that require activity before next meeting

- Kate will talk to Rebecca how the revised ARPDP include or reflect some of comments discussed today.
- Mary & Kate/Dave stab at revision/editing of new 3 criteria for clarification.

When take effect? Work is complete take it to President & hopefully can get to BOT for next Academic Year

How do we address at the people already at Full Professor? Resubmit portfolio? Updated form or addendum – how apply equitably when criteria change & are more rigorous

Feel like may need to be more oversight – what are you doing how are you being held accountable.

Good Discussion ensued.

Next meeting: January 27, 2022