

Faculty Affairs Committee

Thursday, February 24, 2022

2:30 – 4:00pm

Zoom meeting ID: 930 0022 6504

Password: 627120

MINUTES

In attendance: Dave Warner, Megan Dayhoff, Diana Neeriemer, Regina Yurek, Kathleen D’Ambrisi, Mary Hendrickson, Kate Benchoff, James Neissner, Lore Kuehnert

1. Welcome
2. Approve the minutes of January 27, 2022 (Action)—Motion to approve Lore Kuehnert, 2nd Diana Neeriemer
3. Old Business: Continuation of discussion of promotion to full professor
 - A. Follow-up on faculty response to the omission of some incentives listed in the proposed policy for promotion to full professor—Discussion/action

The general consensus from faculty in all divisions was that faculty approved over the revised wording and agreed that the award of a cord, medallion or booklet would be appropriate in recognition of the promotion to Full Professor. Faculty from all divisions also agreed to omit the incentives of funding for travel or release that had been included in the previous revision.

Jim Neissner’ report for the Deals Division, Kathleen D’Ambrisi’s report (on behalf of Megan Dayhoff) for the Health Sciences Division and Diana Neeriemer’s report for Technology and Computer Studies Division also approved the above statement.

Lore Kuehnert stated that the Behavioral and Social Sciences Division faculty also agreed. She and Mary also raised the question some faculty had about this charge, and David Warner shared historical statistics and the development of the charge under Dr. Altieri and Dr. Klauber’s leadership.

Kate Benchoff said that the English and Humanities Division, likewise, agreed and shared Sean Wyncoop’s proposal that faculty already at the rank of Associate Professor might be permitted to apply under the old rules for a period of time.

Regina: Reported that Nursing faculty agreed, but also voiced concern, that the standards for faculty promotion at HCC were already high and that for Nursing faculty already bore substantial expense when earning graduate credits to attain promotion. They also asked if their certification in Nursing education could be applied toward the rank of Full Professor. Kate suggested that that since that is a different issue, it would make a good new charge for future discussion. David Warner shared his knowledge of the comparisons how faculty reach promotion in different programs and reminded everyone that this was part of reaching the assistant and associate ranks.

- B. Determine the process by which faculty who are already at the rank of Full Professor can become eligible for the incentives – Discussion/action

Kate Benchoff elaborated upon the proposal from Sean Wyncoop to offer those at the rank of Associate Professors the opportunity to apply either according to the old or newly revised policy specifications, which might entail extending the provision for five years. Diana Neeriemer suggested that that perhaps this extension should apply to anyone at the associate rank without a time limit. Mary Hendrickson suggested that a two-year extension would be more appropriate. David Warner and others agreed, and the following language was suggested as an addition to the policy:

The changes this policy [concerning the rank of Full Professor] will go into effect on July 1 of the 2022-2023 academic year. Faculty currently at the rank of associate professor who plan to apply for promotion to full professor in the next two years (from July 1 2022 to July 1 2024) may apply under either the previous or the new standards for attaining the rank of Full Professor.

- C. Determine an appropriate mark of recognition to be awarded to faculty receiving promotion to the rank of Full Professor:

Most committee members favored a medallion. Kate Benchoff suggested that it might have the emblem of HCC on it. Committee members also agreed that that medallion should be given to all faculty members who have already attained the rank of Full Professor.

Next meeting: March 24, 2022

Policy Revision to the Full-time Faculty, Load, Promotion and Tenure Policy #5050 (revised):

In the section describing promotion to full professor, it is recommended that the existing criteria be expanded to include the following:

Candidates for promotion to the rank of Professor must have a demonstrable, sustained history of accomplishments in three areas:

1. **Student-centered teaching excellence:** The applicant's teaching must consistently exceed expectations outlined in the **Faculty Guidebook**. Evidence supplied may include: student evaluations and comments, peer teaching evaluations, annual performance reviews, copies of awards, as well as other evidence identified by the applicant.
2. **College and Community Service:** Substantial service is expected in one or more of the following categories: Shared Governance, College Service, Community Service, and/or Student Advocacy, as described in the **Faculty Guidebook**. Examples of corroborating evidence may include: a record of activities, with notable accomplishments identified; letters from colleagues, students or others familiar with the applicant's accomplishments; copies of reports produced or policies written, or other evidence identified by the applicant.

3. Effective leadership among colleagues: A record of leadership must be demonstrated in a primary aspect of the faculty role, such as instruction, scholarship, professional development, service to the college/community, or contributions to a professional disciplinary or higher education group. Examples of substantiating evidence include: documentation of activities with dates and examples of notable accomplishments described; copies of the applicant's publications; samples of the applicant's work; grant award letters/reports, or letters from colleagues familiar with the applicant's work.

Faculty who are promoted to Full Professor will receive recognition in the form of a medallion to be added to the academic regalia. All Faculty who have already attained the rank of Full Professor will also receive the same medallion.

The changes to this policy will go into effect on July 1 of the 2022-2023 academic year. Faculty currently at the rank of associate professor who plan to apply for promotion to full professor in the next two years (from July 1 2022 to July 1 2024) may apply under either the previous or the new standards for attaining the rank of Full Professor.