

**General Faculty meeting
January 29, 2020
Donahue Auditorium
Draft Minutes**

Faculty Council in Attendance: B. Brossmann, A. Canda, M. Chercourt, J. Dyck, K. Ehrhardt, G. Guest, K. Gygli, B. Hull, D. Kilbride, M. L. Kwan, B. Liu, M. Lynn, E. Spurgin, C. Swearingen, K. Tobey, M. Waner, M. Webinger, G. Weinstein

Agenda

1. Minutes of Dec. 11, 2019 meeting

G. Weinstein motion to accept 2nd (? heard a couple voices)
Approved by acclamation

A series of announcements/updates. Today's meeting is the calm before the storm.

2. Update on CAS dean search;

C Bruce. Right now is a quiet phase. Plan to have interviews on campus in Feb. How many will interview? 3-4 (the usual)

3. RTP: proposal coming on university tenure & promotion committee;

D. Kilbride: not all departmental criteria for tenure and promotion are aligned. Provides a possible barrier for Tenure and Promotion committee. Faculty Handbook language for promotion to associate and full professor are rather vague. Is it wise to move forward with a Tenure and Promotion committee or to revise Faculty Handbook first? His preference is to put a committee in place and have them suggest language to revise handbook. If and when we get such a committee, we will be revisiting this.

E. Spurgin – Committee would be the ones to make Handbook change?

D. Kilbride: This would be a Faculty Handbook amendment, so it would need full Faculty approval.

J. Johansen (chair of Faculty Handbook committee)– It is the departmental guidelines that are what vary. Perhaps it is there, that this issue gets addressed, rather than in Faculty Handbook itself.

G. Weinstein – Spoke in agreement.

Last time that dean's office requested guidelines to submit new guidelines. Some under L. Eisenmann (former CAS dean), some under M. Farrar (former CAS dean), some under D. Laguardia (former AVP).

P. Kvidera – As associate dean recalls some of this happening under L. Eisenmann. Has been continuing. To J. Johansen's point, we do have standards, but in some

departments the guidelines for full refer back to Faculty Handbook. Could use some clarification of University standards.

M. Berg – History department recently had standards approved. Need to look at what is current best practice in the field. Doesn't contradict Faculty Handbook, but clarify what that means in department.

J. Karolle-Berg – Implication of language is that scholarship is linked to teaching, not more broadly.

J. Lissemore – Faculty Handbook might need some rewording, but probably fine to be broad. Leave details to deans, departments, perhaps a new Tenure and Promotion committee.

T. Nlandu – May be reasons these things are left more vague. There are variations in how teaching and scholarship are evaluated.

D. Kilbride – The question may be whether the current language is too vague or not. Reminder that this is just the beginning. Reminded all of the new process for Faculty Handbook amendments.

P. Vanderzalm – Agree that Faculty Handbook should be broad, with detail at department level.

D. Kilbride – Rank Tenure and Promotion committee has been working hard and will bring something forward soon.

4. Handbook amendments;

J. Johansen – Presenting two amendments for first stage – 30 days to register concerns, address language. Faculty Handbook Committee is providing these proposals.

-Incorporation of Family Leave Policy previously approved by faculty and administration a number of years ago.

Change in section II (stopping tenure clock). Change in section IV (if stopping clock for family leave, shouldn't one on temporary leave also have stoppage?). Section IV (classification of leaves, parental leave). Added IV. C. i. and ii. FMLA reference and suspension of clock for Grauel Fellowship.

M. Moroney – Is language about under age 6 in Federal policy? Is

N. Bickart – May want to start including non-binary language into Faculty Handbook

J. Johansen - We will look into that language.

P. Vanderzalm – Should a timeframe for response to request be included? (The process can take quite a while).

Added IV. C. iii. Automatic stoppage unless declined

Added IV. C. b. Language about over age six stipulation

IV. D. added Family leave language

University tenure procedures and guidelines –Tenure Process Timetable

Added 5.

-Change in language around professional travel (e.g. boat fare)

First language change to be broader/not as specific about modes of travel. Applies to travel to conference where one is not an officer or presenter, just attendee

Open Hearings on this:

Next Thurs. 9-10:30am

Following Wed. 3:30-5pm
In Slovak room of Grasselli Library

Also Canvas discussion page for each of these, with full text provided of proposed changes..

G. Weinstein – Children over 6 being adopted. Can one get that every year? Just once?

5. New program guidelines being revised by CAP;

D. Kilbride - Heads up. Cumbersome process currently. CAP has been reviewing in consultation with the Provost. It has proven to be more complicated than initially thought. If you have been a proposer of a program and have feedback, please reach out to Z. Saritoprak. Would be helpful to the revision process.

6. FC constitution review -- FC will be deciding what to forward at its next meeting -- big agenda item for next GFM;

D. Kilbride – finished open hearings. Currently drafting a Faculty Handbook amendment proposal, expect to finish by end of the week.

7. Faculty representative on university calendar committee;

D. Kilbride – Registrar seeks to form a university calendar committee. This group will set calendar for upcoming years. If interested, please contact him or registrar.

8. Center for Teaching and Learning to be resurrected.

D. Kilbride – S. Herbert is planning to resurrect this. Currently hammering out a staff position announcement. Full time position to run CTL in collaboration with a faculty member (part time). Expect this to be in the near future.

9. Hiring of Graduate dean

D. Kilbride - S. Herbert intends to have a dean of graduate school.

R. Drenovsky – Search would be internal, similarly to how associate deans are selected.

D. Kilbride – Faculty Handbook mentions Graduate dean, whom is involved in the tenure/promotion process.

E. Spurgin – Introducing a new Scholar in Residence in the Philosophy Department – Zhou Bin of College Economics and Management at Jiao Tong University, Shanghai, China.

2:47pm meeting adjourned