

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, November 6th, 2024 | 3:40-5:00PM

Present: Barkley, DeKrey, English, Garrett (Iannacchione), Iannacchione, Kang, Kyle, Landry

Zoom: Lee, Lunaris, Wieben, Garrett

Absent: Trask

Call to Order 3:40pm

Approval of Agenda approved without objection

Approval of October 23, 2024, meeting minutes approved with Kang abstained

Chair's Report/Announcements

1. From Executive Committee: potential concern voiced regarding the effectiveness of university policy regarding amorous relationships (see 1-1-502(2) Definitions, 1-1-503 Amorous Relationships) – something to consider in the future?
 - o General Counsel English is working on a draft of the amorous relationship policy that she will bring back to the committee when completed.
 - o There are several amorous relationship policies around campus (PVA, Athletics).
2. The provost's office (Jordan) was asked to supply data in support of discussion regarding 2-3-801(2)(b)(II)(d):
 - o A list of all the units on campus (departments, schools, program areas, interdisciplinary programs, etc.);
 - o The size of those units by faculty member number (rank, T/TT/CR, adjunct) and staff number.
 - o With the data we can start asking questions: What are the options? Is it an issue for those units?
 - o Barkley will be able to provide that list of data next week

Subcommittee Reports

1. The COM subcommittee met 10/29/2024 and approved changes to 2-3-304 Affiliate Faculty and 2-3-305 Academic Titles. Feedback was provided on the draft COM Faculty Handbook.
2. After the meeting on 10/29/2024, Dr. Choudhary proposed a change to subpart (V) wherein "Medical Faculty" would be replaced with "Osteopathic Medicine Faculty". None of the COM subcommittee members have concerns about this change.

Special Orders

1. None

Unfinished Business

1. Review of 2-3-304 Affiliate Faculty.
 - o Questions about the policy:

- Can we not pay non-paid employees?
 - Yes. They get affiliate status for a first.last and get paid from an outside source
 - What is the guideline of payment?
 - COM will develop that, and expenses are silent within this policy.
 - From a Salary Equity Committee perspective, can we link to some kind of process for compensation?
 - This is open ended and linking some kind of compensation schedule may be helpful.
 - A general statement of an approved compensation schedule would be helpful.
 - Barkley and English can come up with some language addressing a compensation schedule and bring back to the committee to review.
 - DeKrey will share the revised version with Barkley for the implementation of a general statement.
 - Revision to 2-3-304 Affiliate Faculty
 - The statement “Services may include but are not limited to: teaching of a course within one's area of specialty, and supervision of interns from the University to provide direct experience to students.” is repeated in the first and third paragraph
 - Remove the sentence from the first paragraph
 - Insert “and approval” in the fifth section, which will now read
 - Following are guidelines for the recommendation, selection, and approval of affiliate faculty members:”
 - Part a:
 - Replace “department chair or by the school director, if they are in the relevant discipline or their designee if not,” with “relevant unit leader in consultation with program area faculty”
 - Switch Part b and Part c:
 - New b: “The recommended affiliate faculty member shall complete all required documents.”
 - New c: “The recommendation shall be approved or not approved by the CAO or their designee.”
 - In the case of affiliations within the University, who are the unit leaders or dean? Will it be the applicant's or the leader of the inviting (destination) unit?
 - It would be helpful to clarify which unit leader is responsible for initiating the recommendation.
 - The destination unit leader seems the most logical choice.
 - How should the selection process be addressed? Should it be like a faculty hiring process?
 - Applicants may use the University’s name and might or might not be compensated.
 - Should faculty be involved?
 - Including faculty would make the most sense.
 - It is important to ensure that the language of this policy is not program specific.
2. Review of 2-3-305 Academic Titles (including change proposed by Dr. Choudhary).
 - What does “academic titles may be used for some faculty member” mean?

- The purpose of this paragraph?
 - At some point someone wanted to use specific ranks and titles
 - It was questioned why part (VI) was not a part of 2-3-304.
 - Barkley noted that Beth requested this specific title which can be used if hired as an Affiliate Faculty.
 - The use of “Biomedical” in the policy was questioned.
 - “biomedical” is not part of existing language, Beth initially used the term for the COM revision.
 - The CIP code used for biomedical faculty differs from the COM Biomedical faculty.
3. MOTION: Landry moves to approve and send the revised policies to Codification, seconded by Senbet.
 4. VOTE: Approved unanimously
 5. 2-3-801 Faculty Evaluation – examine frequency and timeline of comprehensive and other evaluations with a goal of reducing the burden on faculty and administrators of unnecessary and/or inefficient evaluation practices (including ABT review, performance levels, AY versus calendar year timing, and program area evaluation practices).
 - (a). Review recommended reorganization of 2-3-801 and edits from 10/23/2024
 - a. Where is the definition of the score?
 - i. DeKrey suggest defining the scores in ~~(m)~~(n) and proposes that ~~(m)~~(n) be changed to “Evaluation Scale and Score Ranges”
 - ii. Scores come from the ranges (I-V)
 - b. Back then the intention was to score using mean, median, mode.
 - i. Some units submit scores like 3.5, 3.7, or 3.8 or use a sliding scale and averaging those values, while others would submit a single value.
 1. Faculty success uses single values and brings the question of why get rid of decimal
 - a. PVA uses a single value
 - b. Criteria that uses decimals can be determined
 - c. There is mixed messaging with how this process is used
 - d. Dawit is concerned that a faculty member evaluated at a dean/provost level with a score like 3.7 could face confusion in understanding the meaning of a 3.7 score.
 - e. It may be helpful to add a note to ~~(f)~~(m) that these are used by individual faculty members in evaluating another faculty member while ~~(m)~~(n) is the combined score from all the faculty members.
 - f. FWC will pick back up on part ~~(n)~~(o) at the next meeting.
 - (b). Discuss procedure for units containing fewer than three tenured/tenure-track faculty members in 2-3-801(2)(b)(II)(4).

New Business

1. Distinguished Professor designation
2. Consideration of service and professional activity weighting within faculty evaluation
3. Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
4. Step-back policy

5. Advocate for faculty free access to recreation center
6. Amorous relationship policy – consider addition of references to other BPM sections such as 1-1-508(3) Sexual Harassment Policy, 1-1-502 Conflict of Interest, 2-3-410 Conflict of Interest, 3-6-125 Discrimination Complaint Procedures.

Completed Business

1. Revision of 1-1-307 on 10/9/2024 – on hold for submission to Codification Committee.

Call to the Good of the Order

Adjournment 5:00pm