COMMITTEE: Faculty Governance Committee

MEETING DATE: November 11, 1998

PERSON PRESIDING: Patricia Anderson

ACTIONS OF MEETING:
Minutes of October 14 were amended and approved.

Jim Joyce presided as Acting Chair after the Committee entered executive session to discuss a personnel matter relating to Appendix D. Patricia Anderson, Toi Carter and Richard Ringeisen excused themselves from this part of the meeting due to a conflict of interest. Gay Wilentz remained with the committee to request information relative to a faculty member’s grievance.

After the return of those excused from the executive session and with Patricia Anderson presiding, the Committee began its regular business with a report from the subcommittee on possible revisions to Appendix C.

Brenda Killingsworth moved that the Appendix C Subcommittee be expanded to include a Vice Chancellor or representative, the University Attorney or representative, and a Dean.

Brenda Killingsworth moved to approve the following changes to Appendix C:

Section I.D. Specific Criteria for Appointment
Replace:
Associate Professor—Qualifications of the previous rank; evidence of quality teaching at the university level; a record of creative or research activity resulting in publication or comparable results; a record of participation in professional organizations; and effective service on departmental, school, college, academic, administrative committees, and a record of effective service to the profession.

With {to parallel Section IV}:
Associate Professor—Qualifications of the previous rank; evidence of teaching effectiveness; a record of creative or research activity resulting in publication or comparable productivity; a record of participation in professional organizations; and effective service on academic and/or administrative committees, and a record of effective service to the profession.

In the following areas make the additions indicated by bold print and the deletions indicated by strike-through print:

Section I.D. Specific Criteria for Appointment
Professor—Qualifications of the previous ranks; an established record of excellence in teaching; a record of significant publication or creative activity, or research activity; and a record of significant service to the profession, such as contributions to the development of public forums, institutes, continuing education projects, and patient services; consulting in the private and public sectors; and a record of contribution as a member of academic and/or administrative committees.

IV. Professional Advancement
Assistant Professor - Qualifications necessary to be appointed to the rank of instructor, an appropriate terminal degree, as evaluated by the academic unit and affirmed by the appropriate administrative officer and the profession concerned; a record of progress toward teaching excellence effectiveness; and evidence of a potential for continued professional growth which shall, in part be measured by creative activity/research and membership in professional organizations.

Associate Professor - Qualifications of the previous rank; evidence of teaching excellence effectiveness; a record of creative or research activity resulting in publication or comparable productivity; a record of participation in professional organizations; and effective service on departmental, school, college, academic and/or administrative committees, and a record of effective service to the profession.

Professor - Qualifications of the previous ranks; an established record of excellence in teaching; a record of significant publication or creative activity, or research activity; and a record of significant service to the profession, such as contributions to the development of public forums, institutes, continuing education projects, and patients services; consulting in the private and public sectors; and a record of contribution as a member of an academic school, college, and/or administrative committees.

Section I.E
Appointment to the faculty is made by the chancellor or her/his designee...

After a motion and discussion, the committee approved the changes as presented and amended.

Vice Chancellor Ringeisen presented a follow-up report on the status of the Faculty Workload Policy.

The report suggested that the administration had studied and compared the workload data as measured in the past (the Working Group on Measuring Teaching Loads had determined that this information as collected from the units was too varied in scope and method to be comparable or relevant) and the data collected which used each unit's proposed but not approved workload policy (this, without editing to make it more comparable, would presumably be quite varied). The administration found the content of unit reports to vary greatly.

The report and comments indicated that the administration believes Faculty Workload Policies are for measuring faculty activity within the unit not for comparisons between units as faculty in some disciplines must be given more pay and lighter loads to attract them to teaching jobs while others, less in demand, may be worked harder and paid less. No attempt should be made to edit aspects of unit workload policies that differ from the approved guidelines in order to make the policies more comparable.

Some sort of Workload Policy will be approved soon.

The report concluded with the statement below:
"The vice chancellors will continue to study the data collected last spring. Attempts will be made to clarify
reporting guidelines to see if data collected this year will facilitate inter-unit comparisons. We will keep the faculty informed concerning system-wide discussions of faculty workload."

Members of the committee expressed concern about the university's lack of progress on this topic. Ringeisen responded that the workload policy issues were largely ones for public reporting. He agreed to keep the committee informed about further developments of the policy or related items.

The committee heard a report from the subcommittee on Faculty Manual interpretations. After discussion of the problems of dealing with requests for clarification of the manual, it was determined that the subcommittee will present a specific proposal at the next Faculty Governance meeting in December.

Paul Hartley
Secretary