

Minutes
Commission on Faculty Affairs
February 18, 2022
10:30 am – 12:00 pm
Hybrid (Newman; Zoom)
<p>Commission Members Present: R. Queen (presiding) R. Blieszner (Dean), A. Bond (A/P Senate), Ron Fricker (ex officio), D. Hindman (Faculty Senate), B. Jones (Staff Senate), E. Kaufman (Faculty Senate), V. Kraak (Faculty Senate), L-A. Krometis (Faculty Senate), L. Learman (Dean), R. Miles (Faculty Senate), A. Nelson (Faculty Senate), T. Schenk (Faculty Senate), R. Weiss (Faculty Senate), A. Fox (Grad/Prof Senate)</p> <p>Absent: C. Boyd (Undergrad Senate).</p> <p>Guests: B. Hicok (Faculty Senate), E. Kim (Faculty Affairs, Provost’s Office), A. Myers (Office of Governance and Policy), D. Musick (VTCSOM), E. Plummer (Faculty Affairs, Provost’s Office).</p>
<p>R. Queen called the meeting to order at 10:33 a.m. A quorum was present (50%+1 of current membership = 8)</p>
<ol style="list-style-type: none"> 1. Approval of Agenda. Members of the commission moved and voted unanimously to adopt the agenda. 2. Approval of Minutes. Members of the commission moved and voted unanimously to approve the minutes of the 02/04/2022 meeting.
<p>3. Old Business.</p> <p><u>SPOT Evaluations</u> Commission members continued the discussion of SPOT evaluations from the 02/04/2022 meeting. R. Queen will share the commission’s suggestions for improvements to the SPOT instrument. Suggestions were made regarding the interpretation of SPOT evaluations for promotion, including the use of only one decimal place when reporting scores, and furthering education on how scores should be interpreted using trends rather than a focus on numerical values.</p> <p>Commission members are encouraged to make comments on SPOT-related documentation located in the commission’s SharePoint site.</p> <p>Commission members discussed the value of a document on best practices in interpreting SPOT scores for distribution at the department, college, and university levels. Commission members are interested in pursuing ways to strengthen the SPOT instrument and its use in the short, and longer term. The impact of the pandemic on students’ learning and faculty teaching must be taking into consideration when faculty members are evaluated. A suggestion is to review trends in teaching evaluations</p>

along with peer and other ways in which the faculty member is developing their teaching skills (rather than a focus on scores). An additional suggestion was made that Center for Excellence in Teaching and Learning (CETL) be asked to create a one-page resource with references for best practices.

The CFA agreed that there may be a need for a SPOT Evaluation Working Group. This group would be tasked with looking at the broader implications of SPOT and adapting a more holistic set of measures for assessing teaching. The CFA may not be the best home for this working group and the idea can be shared with the Faculty Senate and other interested parties, such as Kim Filer (CETL).

Resources shared by commission members (in the chat):

- [CETL Teaching Effectiveness Initiative](#) (Oakland University)
- [Faculty Perceptions on Research Impact Metrics, Researcher Profile Systems, Fairness of Research Evaluation, and Time Allocations](#) (see slide 33)

SPOT and P&T Committees

In addition to discussing the instrument and its use, Queen and Kaufman shared ideas on how to improve the university promotion and tenure guidelines located on the Provost's website. The commission will continue to consider suggestions for improving the P&T guidelines to be shared with the university P&T committee when they conclude this year's cycle and consider revisions to the guidelines for 2022 – 2023.

Faculty Senate Committee on Reconciliation

The group discussed potential updates to the Faculty Senate website and the language around the Committee of Reconciliation. The commission has agreed to move forward with having the Ombud's Office act as a temporary resource for reconciliation, with the intent of gauging interest for these services. After having this system in place, the commission will make a final decision in the coming year.

4. New Business.

First Reading CFA 2021-22B Resolution to Revise Faculty Senate Constitution and Bylaws. B. Hicok facilitated a discussion and answered questions regarding the proposed Faculty Senate constitution and bylaws. Commission members asked about term limits and representation on the Senate cabinet. B. Hicok highlighted important edits and suggestions. A continued challenge is to balance the need for faculty engagement in governance with demands for service. Commission members agree with the commitment to improved communication using reports from cabinet and other bodies to faculty in the colleges. Commission members underscored the importance of diverse representation throughout the governance structures. Commission members will submit additional questions as needed.

First Reading CFA 2021-22C Resolution Clarify Language in the faculty Handbook Regarding Extending the Tenure and Continued Appointment Clock. Commission

members were asked to review this resolution and to email any thoughts or questions to both R. Queen and E. Plummer before the second reading.

First Reading CFA 2021-22D Resolution to Approve Revisions to Policy 13010. The original policy combines information regarding Conflict of Interest (COI) and Conflict of Commitment (COC). The revisions seek to reformat this policy to include only information about COI, and to remove language about COC. Policy about COC remains in the Faculty Handbook. A work group will be convened to consider proposing a university-wide policy addressing conflicts of commitment. Commission members were asked to review this resolution and the associated materials (in SharePoint) before the second reading.

5. Adjourn. The commissioners moved and voted unanimously to adjourn at 12:02 p.m.

Next meeting: March 4, 2022, 10:30 a.m. – 12:00 p.m.