

Minutes
Commission on Faculty Affairs
March 18, 2022
10:30 am – 12:00 pm
Hybrid (Newman; Zoom)

Commission Members Present: T. Schenk (presiding)

R. Blieszner (Dean), A. Bond (A/P Senate), Ron Fricker (ex officio), D. Hindman (Faculty Senate), E. Kaufman (Faculty Senate), V. Kraak (Faculty Senate), R. Miles (Faculty Senate).

Absent: C. Boyd (Undergrad Senate), A. Fox (Grad/Prof Senate), B. Jones (Staff Senate), L-A. Krometis (Faculty Senate), L. Learman (Dean), A. Nelson (Faculty Senate), R. Queen R. (Faculty Senate), Weiss (Faculty Senate).

Guests: B. Hicok (Faculty Senate), E. Kim (Faculty Affairs, Provost's Office), A. Myers (Office of Governance and Policy), E. Plummer (Faculty Affairs, Provost's Office) C. Robertson (proxy for A. Fox).

1. Approval of Agenda. Members of the commission were unable to vote to adopt the agenda as a quorum was not present.

2. Approval of Minutes. Members of the commission were unable to vote to approve the minutes of the 03/04/2022 meeting as a quorum was not present.

3. Old Business

A. P+T Guidelines Discussion. R. Blieszner shared comments from the Council of College Deans and from the University Promotion and Tenure committee regarding P+T processes and possible revisions to the P+T dossier. Tenure clock extensions might impact the timing of promotion reviews during a faculty member's probationary period. Preference is to not have too much time pass between reviews so that feedback is timely and faculty members have an opportunity to adjust as needed. Departments should make clear when reviews will occur. Faculty members will benefit from clear communication regarding how to express in their dossiers the impact of extensions on teaching, research, and service. The group suggests that COVID statements be focused on the impact of the pandemic on teaching, research, and service and not include personal details (i.e. reason for extension, illness, etc.).

R. Blieszner shared comments regarding SPOT scores and teaching evaluations. The deans concur that SPOT scores should not be used to the second decimal point in evaluating teaching. What is useful is to focus on trends and identifying ways in which teaching can be strengthened. It is suggested that guidelines for how to use SPOT scores be developed, particularly for department heads and P+T committees.

Members of the University P+T Committee continue to discuss the ways in which candidates might describe the mentoring and completion of graduate students during the probationary period.

R. Queen is talking with Kim Filer of CETL about how to improve support for faculty interested in strengthening their teaching. In addition, CETL may have resources for faculty members who are asked to do a teaching evaluation of a colleague. TLOS has a rubric that is used for on-line classes and a cadre of faculty members who assist in evaluating online classes.

The commission suggests that the P+T dossier include a section, distinct and separate from the candidate's statement, in which a candidate might briefly explain their teaching approach, how they are strengthening their skills in that area, and any anomalies or other issues associated with their teaching evaluations during the probationary period.

4. New Business

A. First Reading: CFA 2021-22E Resolution to Revise Faculty Handbook Language Regarding Appeal of Probationary Non-Reappointment. Commission members reviewed the resolution.

5. Adjourn. 11:52 a.m.