

Faculty Standards Committee
University Senate
Annual Report AY 2018-2019

Membership: *George McManus, Chair, *Marysol Asencio, *Lewis Gordon, *Phillip Gould, Physics (sabbatical spring 2019), *Lisa Holle, *Guillermo Irizarry, *Suman Majumdar, *Linda Pescatello, *Paula Philbrick, *Kathy Segerson, *Del Siegle, *Cristina Wilson (sabbatical Spring 2019), Lloyd Blanchard, *Preston Britner, Danielle Heichel, Elizabeth Jockusch, Girish Punj, John Volin (Vice Provost for Academic Affairs, Ex-Officio member), Sarah Woulfin

*Senate Member 2018/2019

Meetings: 8

Topics discussed:

Proposed Memorandum of Understanding between the University and AAUP regarding changes to the PTR form.

Student Evaluations of Teaching (SET; old business from AY 2017-2018)

Emeritus status for retired faculty below the rank of Professor

Sabbatical leave for non-tenure track faculty

Methods for evaluation of teaching beyond the SETs (SET+)

Faculty retention

Findings and recommendations:

1. The new PTR form was reviewed and endorsed by the FSC.
2. The FSC reviewed and finalized the draft document on SET that was presented to the Senate last year; most of the recommended changes were small and have already been implemented by OIRE.
3. Last year, the Senate approved the suggestion that retired Associate Professors be granted automatic status, as is currently the case for retired Professors. The Administration declined to place this on the Board of Trustees' agenda, so the status quo remains. The FSC discussed this issue but makes no recommendation for Senate action.
4. Sabbatical leave for Non-TT faculty
 - a. Input was sought from AAUP President Tom Bontly and Vice Provost Volin, and information was collected about policies at peer and aspirant institutions.
 - b. Current UCONN policy (from the by-laws):

"The privilege is open to all full-time teachers who have at least the rank of assistant professor or a corresponding rank and who have been in continuous full-time service at the institution for at least six years."

This would seem to make non-tenure track faculty eligible at UCONN, though in practice such leaves are rare. The AAUP position is that all faculty with a title including "professor" should be eligible. There was extensive discussion about the impacts of non-TT leave on small departments, regional campuses, etc.

- c. We recommend that the Senate request that the Administration:
- Clarify the conditions under which the Administration will consider sabbatical leave requests from non-tenure track faculty.
 - Actively seek ways to promote scholarly engagement and improved pedagogy among non-tenure track faculty via periodic course load reductions or other non-sabbatical mechanisms.
 - Further study this issue if the proportion of non-tenure track faculty continues to increase in coming years.
 - Seek external funding, including prioritization of this issue for UConn donors, to support scholarly leave for non-tenure track faculty.

- d. Policies of peer and aspirant institutions are summarized in Table 1, below.

5. SET+

- a. Under the current AAUP contract, the University may not use the Student Evaluations of Teaching (SETs) as the sole means of evaluation. Colleges and departments are varied in the methods they have implemented for this. The latter can include peer observation, review of syllabi and other course materials, creation of teaching portfolios, etc. Assistant Vice Provost Diplock and Director of Teaching Enhancement Suzanne LaFleur from CETL provided the Committee with information on current best practices and reported that the University has recently added a Director of Teaching Assessment, Martina Rosenberg, to facilitate SET+.

6. Retention

- a. The FSC initiated discussions and data-gathering about faculty retention at UCONN, especially with regard to women and underrepresented groups. Lloyd Blanchard of OIRE shared some preliminary data on faculty who left UCONN within 10 years of their hiring, broken down by ethnicity and gender. The numbers are too small to make definitive conclusions at this point, but it seems clear that both recruitment and retention of women and underrepresented groups into the faculty need to be improved.
- b. *We recommend that the FSC continue to prioritize this issue for AY 2019-2020, seeking data and current practices on these issues from peer and aspirant institutions, and that the Administration do exit interviews of all faculty who leave before retirement.*

Table 1. Policies on non-TT faculty sabbatical leaves, gathered from websites and email queries. Most do not extend this privilege to non-TT faculty, though some explicitly include them (e.g. U Delaware).

Institution	Peer/aspirant	Eligibility policy
Purdue	Peer	Tenured, “normally” full time
Delaware	Peer	Full-time faculty, incl “continuing track” (non-TT)
Indiana	Peer	Tenured faculty + librarians
Michigan State	Peer	Tenured faculty
Georgia	Peer	Faculty = “corps of instructors”; no mention of “sabbatical”; implies all faculty can apply
Kansas	Peer	Tenured faculty and “sabbatical-eligible unclassified academic staff”
Kentucky	Peer	Tenured faculty + extension and librarians
Utah	Peer	Tenured or TT + librarians
Penn State	Aspirant	Tenured + Research Professors (7y) + extension + librarians
Florida	Aspirant	Tenure track + non-TT; controlled and funded at the college level
Wisconsin	Aspirant	Faculty at Asst, Assoc, Full (6y; no mention of tenure)
Maryland	Aspirant	Tenured, full and part-time
Ohio State	Aspirant	Tenured only (by law); Part-time faculty: case-by-case