

## Minutes

### Faculty Standards Committee of the University Senate

April 6, 2020 (2:30 p.m.)

The following FSC members were in attendance.

- \*Preston Britner, Chair, Human Development & Family Sciences
- \*Marysol Asencio, El Instituto
- \*Dan Burkey, Engineering
- \*Phillip Gould, Physics
- \*Lisa Holle, Pharmacy Practice
- \*Vicki Magley, Psychological Sciences
- \*Linda Pescatello, Kinesiology
- \*Paula Philbrick, EEB, Waterbury Campus
- \*Kathy Segerson, Economics
- \*Cristina Wilson, School of Social Work
- \*Sarah Woulfin, Educational Leadership
- Elizabeth Jockusch, Ecology & Evolutionary Biology
- Lewis Gordon, Philosophy
- Martina Rosenberg, CETL
- John Volin, Vice Provost for Academic Affairs, *ex officio*

#### 1) Old Business

The March 2, 2020 Minutes were approved unanimously.

#### 2) New Business

a) Annual Report, FSC to Senate.

Britner will draft and circulate.

b) PTR implications if the Board of Trustees passes an automatic 1-year clock stoppage for pre-tenure faculty.

Interim Provost Elliot has stated that faculty will be able to decline the stoppage. FSC members reiterated and Vice Provost Volin confirmed that there are not different tenure and promotion standards based on stoppages/the duration of one's tenure clock.

c) Office of the Provost, Internal Guidelines on Department Head Appointments

The SEC asked for FSC's comments on this set of guidelines, developed under former Provost Kennedy. Concerns raised to Volin included whether this was a policy (that must be uniformly applied) vs. a guideline (with potential for discrepant use/interpretation across Schools and Colleges), whether this might disadvantage and/or discourage qualified internal candidates (limited by the raise caps) vs. external candidates, whether that might reinforce gender inequity in department head salaries, and why this pay increase cap was so small.

Volin responded that this was a guideline and not a policy, that it had been created in consultation with the Deans, that there were other mechanisms to combat equity and compression salary issues, and that those involved in the creation of the guidelines saw the salary raises as fair.

Having raised these concerns, the FSC will refer to the matter back to the SEC.

d) Access to open-ended comments in Student Evaluations of Teaching (SETs).

Should written comments from SETs be shared with Department Heads, Deans, and the Provost, as well as the individual faculty member? [This is part of our larger conversation re. evaluation of teaching, but it was a specific request from the SEC.]

Members debated the relative advantages (i.e., additional insights) and disadvantages (e.g., potential misuse, esp. with small or selective samples, as these comments are not required and response rates vary greatly) of requiring that these comments be shared beyond the individual faculty member. The FSC concluded that there were enough concerns with requiring this and thus decided against it. However, all members present endorsed the ability for a faculty member to choose to share the full set of comments with relevant parties.

e) Budget issues related to COVID-19.

Lewis Gordon asked if anyone had heard about concerns related to cuts to TA lines in support of large classes in CLAS or other parts of the University. No one had any information on this.

The meeting was adjourned at 3:15 p.m.