

April 2021 Minutes

Faculty Standards Committee of the University Senate

Monday, April 5, 2021 (2:00 – 3:30 PM, WebEx)

Committee charge:

This committee shall continuously review University policies and practices relating to tenure, academic freedom, workloads, rank and promotion, remuneration, retirement, and other matters affecting the faculty and shall propose any desirable expression of Senate opinion on these matters, including proposals to the Trustees for modifications in their rules and regulations on these matters.

Following members were in attendance:

Lisa Holle, Chair, Pharmacy Practice
Marysol Asencio, El Instituto
Dan Burkey, Engineering
Elizabeth Jockusch, Ecology & Evolutionary Biology
Vicki Magley, Psychological Sciences
Betsy McCoach, Neag
Linda Pescatello, Kinesiology
Paula Philbrick, EEB, Waterbury Campus
Cristina Wilson, School of Social Work
Sam Dorman, USG Representative
Kathleen Holgerson, Women's Center
Lewis Gordon, Philosophy
Martina Rosenberg, CETL
Jeffrey Shoulson, Senior Vice Provost, Ex-Officio member
Spencer Sonnenburg, Graduate Student

Old Business

1. March 2021 Minutes approved
2. Update on Report to Senate on Enforcement of Deadline for Research Proposal Submissions Policy status – full report provided with meeting agenda materials
 - OVPR Town Hall held on March 31 and next to be held April 27th to answer questions
 - Deadline policy to go into effect May 5, 2021 and other recommendations from report are in the works

<https://ovpr.uconn.edu/2020/12/15/important-notice-on-proposal-submission-policy/>

3. Emeritus By-Law Revision update - Provost Lejeuz agreed with keeping Retirement Committee based on our recommendation and the By-Law revision will be voted on at the April Board of Trustees meeting.

4. PTR Forum update - held March 19th via WebEx.
 - a. Highest attendance than years past and focused on tenure-track employees. During registration we realized that many CIRE faculty wanted to attend but traditionally this session has focused tenure-track faculty. We recognized that there is interest and a need for a session for CIRE and research faculty, so we have scheduled a 2nd session May 21 1-3 pm.
 - b. Senior Vice Provost Jeffrey Shoulson provided an overview on PTR process and recommendations for optimal completion of the PTR packet. AAUP Leadership (Mary Ellen Junda, President UConn AAUP and Michael Bailey, Executive Director) provided an introduction. This session was recorded and is available at the Provost's website on Promotion, Tenure, and Reappointment: <https://uconn-cmr.webex.com/recordingservice/sites/uconn-cmr/recording/playback/4a7287becd0149328f7>
 - c. Recommended that CIRE PTR forum focus on clarifying process and form completion as this is a common question CETL gets when contacted about teaching evaluation
 - d. Will plan to continue these forums using technology and annually rather than biannually
5. New Distinguished Professor titles
 - a. Provost Titles Faculty Alignment with Strategic Initiatives working group update/discussion- Vicki Magley workgroup leader provided an update from workgroup. Met with Provost to clarify intentions of development of such titles.
 - i. Women and racial/ethnic group representation in distinguished titles is very low or indeterminate because data is unavailable
 - ii. Faculty often are contributing in a meaningful way that doesn't fit in traditional buckets of research/service/teaching that it is viewed with other titles such as BOT distinguished professor
 - iii. This award would be open to both UConn Health and UConn; is an award rather than a grant to keep doing the work that supported the basis of award, would have a monetary component for a period of time (eg, 3 years), but title remains
 - iv. Workgroup is working on drafting language about the title and plan to have a 2 tier application that is not daunting (eg, easy first step to increase applications and then a more targeted full application, for 2nd round) with selection by a faculty committee, with input from administration
 - v. Committee discussion ensued
 1. Overlap with Distinguished Professor workgroup's recommendations for revision of that award/process so plan is to share and consider any overlap.
 2. Focus of award – not research, teaching or service in traditional sense, but on activities that don't fall under these categories specifically, such as mentoring researchers, citizenship within the university

3. Eligibility – full professor or associate and full professor eligibility.
Pros and cons of these were discussed
- vi. Workgroup will take this feedback and develop their recommendation for the committee to review
- b. Titles used for Recruiting – Lewis Gordon met with Senior Vice Provost Jeffrey Shoulson and sent a proposed amendment (attached) prior to the meeting to discuss and vote upon. Discussion included
 - i. Suggestions from Provost’s office to establish a maximum proportion of school/college of # of full-time faculty that could have these titles; financial reward accompanies the title, benefit for limited time (eg, 2-4 yrs) but title is in perpetuity; consider time-sensitive, nimbleness of retention offers and how we might make the process able to incorporate this
 - ii. Change wording of Provost’s office’s chief diversity office to correct title of Vice President/Chief Diversity Officer and include a faculty ad-hoc committee that works with Deans, Deans’ counsel and the Vice President/Chief Diversity Officer to select faculty for these titles
 - iii. Concerns: is this rewarding those faculty who are already be being rewarded from other sources; is this a proposal that will be woven into fabric of university/policy or just be in place during the current administration. Does it need to have input from union/BOT/Senate?
- c. Despite ongoing discussions on this issue since 2017 and the Provost’s stated interest over the past academic year, the Committee wanted more time to review the language, including preface/background information before voting
6. SET+ Working Group Update – Martina Rosenberg, workgroup leader provided an update from workgroup
 - Workgroup requested some further clarification from Provost’s office regarding the charges conveyed specifically if true willingness for change vs. an academic exercise on possibilities (as it has been in the past), recommendations should reflect a change in thinking about evaluation beyond short term adjustment within the current system, which would necessitate a shift to questions of representation and process; continuing long-term effort is supported in some way.
 - Response from Provost’s office included 1) standard SET will continue, although improvements could be considered; 2) intent is to de-emphasize SET importance; 3) spend energy/effort on supplementing SET with other evaluations
 - Workgroup therefore needs to pause and redirect their work and wanted some direction from committee as well. A short discussion ensued; not all members were present because meeting ran over time. Some concerns were whether a larger university task force would be more appropriate; concern of calling additional teaching evaluations SET+ as it emphasizes SET as primary evaluative tool; SET measures satisfaction; faculty/departments desire examples of effective teaching evaluative tools; do changes with evaluation need to be

considered as part of contract negotiations.

- It was recommended that this topic be put at top of April 26th agenda to discuss more fully.

7. BOT Distinguished Professor Process Review – update to be provided at next meeting

3) New Business

- PTR Forum – CIRE - On Friday, May 21st, 2021 from 1:00pm-3:00pm via WebEx
- Annual report – forthcoming due April 19th

4) Announcements

Reminder of Future Meetings

- April 26, 2021

Working Groups – no new updates

- COACHE Survey
- Faculty Equity Retention workgroup
- Civility Workgroup
- Future of Learning Committee