

Minutes

Faculty Standards Committee of the University Senate

Monday, September 13, 2021 (2:00 – 3:30 PM, WebEx)

1) Welcome and Introductions

***Lisa Holle, Chair, Pharmacy Practice**

*Valarie Artigas, School of Nursing

*Bede Agocha, CLAS, Africana Studies Institute

*Dan Burkey, Engineering, Associate Dean

*Masha Gordina, CLAS, Mathematics

*Elizabeth Jockusch, CLAS, Ecology & Evolutionary Biology

*Vicki Magley, CLAS, Psychological Sciences

*Betsy McCoach, Neag, Educational Psychology

*George McManus, CLAS, Avery Point

Preston Britner, CLAS, Human Development & Family Sciences

Kathleen Holgerson, Women's Center

Ruth Kustoff, CETL (Office of Continuing and Professional Education)

Linda Pescatello, CAHNR, Kinesiology

Jack Powell, Undergraduate Student Government Representative

Martina Rosenberg, CETL, Faculty Development

Jeffrey Shoulson, Senior Vice Provost, Ex-Officio member

* Senate member 2021-2022

Unable to attend: Douglas Degges, Art and Art History

Graduate student representative and another USG representative unassigned

2) Committee charge (below) reviewed

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.

3) Old Business

- 2020-2021 Annual Report (attached) – Lisa Holle informed committee that this was available for their review
- Bi-Annual PTR Forum –
 - Lisa explained that in the past this was a bi-annual, in person forum primarily for the tenure-track faculty. This year we had 2 sessions: one for tenure track and the other for CIRE faculty. These are led by Administration but sponsored by Faculty Standards Committee. Both were held virtually due to pandemic. Largest attendance to date for both sessions.
 - Recommendation was to continue annual, virtual PTR forums; one for tenure-track

- faculty and one for CIRE faculty in the spring semester
 - CIRE faculty PTR guidance
 - Lisa described that during the CIRE PTR forum, guidance was sought for “best practices” for letters of support (LOS) that are required with PTR packets.
 - This topic segued into a related new business item – a request from SEC for FSC to evaluate the benefit and continued use of LOS in the PTR process – see below
- BOT Distinguished Professor Working Group Report to FSC status - Lisa provided update that the working group recommendations were submitted to the Provost at end of spring semester 2021, but the correct process should have been to go through SEC first, then to Provost’s office. Current SEC is reviewing and will provide their response and then a follow-up can occur with Provost’s office. Lisa will follow-up with SEC on status.
- Dean’s Level “Distinguished Professor” workgroup status
 - Workgroup began work developing recommendations for a possible Dean’s Level “distinguished professorship”; no update at this time.
 - Vicki Magley, workgroup leader, stated they have lost one workgroup member due to committee member changes. Interested members should email Lisa of their interest
- SET+ workgroup status
 - Martina Rosenberg, workgroup leader, provided an overview of the workgroup’s proposed update to faculty guidance on interpreting SETs.
 - This guidance document was approved with the following corrections and this will be passed onto SEC for Senate business for approval
 - Remove “(every X years)” from 2nd full paragraph as it relates to FSC regular revisit of SET survey
 - Typographic correction to “survey item stem”
 - Update of appendix for references to be in similar format
 - Discussion ensued regarding SETs
 - Use language when discussing teaching evaluation to exclude use of “SET+” and use a more holistic teaching assessment approach; committee agreed
 - SET comments – discussion ensued about value of comments (eg, assist with faculty seeking new teaching jobs, improving course content/materials) and potential harm of comments that are inappropriate/inflammatory (cross lines of Code of Conduct) and irrelevant to teaching. Recommendations were to explore whether OIRE could remove such comments; guidance for faculty in introducing SET to students (such as “these assessments are confidential but not anonymous; comments crossing the line of appropriateness are subject to Code of Conduct violation”) and guidance for faculty in reviewing comments
 - SET review – discussed need to consider revisiting the value of the current SET and/or revising SET with updated questions. The Future of Learning committee recommended modality specific SETs. No definitive recommendations made

- SET online vs in person completion – discussion about merits of online completion vs in-person completion discussed. No definitive recommendations made

4) New Business

- Permanent CIRE positions – tabled for next meeting
- PTR LOS
 - As stated above request was made from SEC to review the merit of continuing LOS in the PTR process.
 - Discussion included that LOS are beneficial as they can assist PTR committee members to understand the value of research or work on the field or discipline/subdiscipline; although a LOS may not necessarily be negatively written, a lack of narrative related to the faculty’s work can be “read between the lines.” Committee recommended that instead of evaluating benefit of LOS that instead develop guidance on LOS solicitation and recommendations for LOS writers
 - Considerations when developing LOS guidance for LOS solicitation and recommendations for LOS writers
 - Provide any conflict of interest/relationship with faculty member
 - Provide guidance on framing the letter (eg, what is value of research/work; what is impact within field or within discipline/sub-discipline, what is national/international reputation of faculty)
 - Inquire whether information on number of LOS writers contacted and number of individuals who didn’t agree to write a LOS would be allowed/available for PTR committees
 - Seek clarity on the state laws regarding faculty access to LOS/PTR packet and provide recommendations as such
 - Provide specific differences that might exist for tenure-track and CIRE faculty

5) Announcements

- New committee members were asked to email Lisa Holle with preference on which committee workgroup in which they would like to participate.
 - Current workgroups:
 - Dean’s Level Distinguished Professor workgroup: Vicki Magley (chair), Preston Britner, Elizabeth Jockush
 - SET/Holistic Teaching Evaluation Workgroup: Martina Rosenberg (chair); Dan Burkey, , Betsy McCoach) and other university members (Melina Pappedemos, Simon Cheng, Sherry Zane)
 - New workgroups:
 - LOS workgroup - TBD
- Reminder of Future Meetings
 - Oct 4, 2021

- Nov 1, 2021
- Dec 6, 2021
- Feb 7, 2022
- March 7, 2022
- April 4, 2022
- May 2, 2022