

Minutes

Faculty Standards Committee of the University Senate

Monday, October 4, 2021 (2:00 – 3:30 PM, WebEx)

1) Attendance

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

Kathleen Holgerson, Women's Center

Linda Pescatello, CAHNR, Kinesiology

Jack Powell, Undergraduate Student Government Representative

Martina Rosenberg, CETL, Faculty Development

Jeffrey Shoulson, Senior Vice Provost, Ex-Officio member

Unable to attend: Douglas Degges, Art and Art History; Preston Britner, CLAS, Human Development & Family Sciences; graduate student representative and another USG representative unassigned

2) Welcome and Introductions

Guest Vice Provost for Faculty, Staff and Student Development, Michael Bradford, provided update on changes to BOT Distinguished Professor process.

- Members of the BOT Distinguished Professor selection committee has members which rotate off and on each year. As the selections for the committee are made, considerations of the Schools/Colleges not represented currently or recently and diversity (gender and ethnicity) were considered to allow a more balanced and diverse selection committee. Including associate professors and CIRE faculty on the committee was considered; at this time it was determined that associate professors would not be included.
 - Committee responded by providing the rationale for workgroup's thoughts on including associate professors, which was broaden the faculty viewpoint and also be helpful to associate level faculty who might be eligible in future for this award to understand the process/criteria for ideal candidates
- Consideration was given about providing feedback to those not selected, but concern existed about commenting on a process for selection that may not be the same for future years based on the pool of candidates.
 - Committee responded stating that personal communication is important to have so the faculty member feel valued rather than a standard template stating that the candidate was not selected. Providing general ideas on how to be a competitive candidate could be useful.
- Committee members recommended that improved communication about the BOT Distinguished Professor award should emphasize that all 3 areas: scholarship/research, teaching and service have equal weights in terms of application and competitiveness for

award

3) Approval of September 2021 Minutes approved with no edits

3) Old Business

- SET/Holistic Teaching Evaluation Workgroup: Martina Rosenberg (chair); Dan Burkey, Betsy McCoach, and Valarie Artigus
 - Lisa Holle to provide update from SEC about presentation of the recommendation for Senate to adopt the updated document “Interpreting Student Evaluation of Teaching (SET) Results: Guidelines for Deans, Department Heads and Faculty.” The SEC discussion focused on many aspects of “problems” with SETs rather than this guidance document and it became apparent a similar conversation was likely at Senate meeting when introducing this guidance document. SEC recommended that perhaps FSC prepare a motion for the Senate to consider. For example, the motion might identify problems with SET/teaching evaluation process and recommendation to form a University taskforce to further evaluation problems and identify solutions. One SEC member suggested these problems: reliance on 1 source of teaching evaluation – SET, making sure everyone involved understands limitations of SET (eg, bias, use of comments); and use of data (ie, what is professional responsibility for use of this data).
 - Workgroup created guidance for recommendations for improvement of SET and “SET+” last April, and this could be a starting point for new recommendation. Committee members expressed concern of what, if any limitations, do we have for our “ask” of the Senate. No specific guidance was provided by SEC so it is up to the committee to determine the “ask”
 - Recommendations to consider for current use of SETs included: 1) developing guidance for administered SETs (paper version provided higher response rates than current online version) and currently no incentive to complete; 2) use of SET or other teaching evaluation to assist with teaching improvement or improving education outcomes; 3) consideration of an assessment tool that was developed years ago but not implemented
 - Recommended that if a task force is developed to tackle this issue further that it include all important stakeholders (Provost’s office/administration, AAUP, OIRE, faculty, students), and identify who own’s the taskforce (ie, where do recommendations go), which should probably be upper administration.
 - Lisa will work with workgroup to develop a document that the committee can comment/respond
- Letters of Reference (LOR) workgroup: Masha Gordina (chair), Bede Agocha, Douglas Degges, George McManus –
 - Masha reported on the draft document from the workgroup that focuses on developing guidance on best practices for LOR and solicitation and recommendations for referees writing these letters.
 - Vice Provost Shoulson commented that the Provost’s office is also working on developing guidance so this is timely
 - Masha will send out document for committee members to comment and then will develop final document for committee to approve and share with SEC and then Provost’s office.
- Distinguished Professor workgroup: Vicki Magley (chair), Preston Britner, Elizabeth Jockush, Linda Pescatello
 - Vicki reported on the work of the workgroup which has developed guidance on a new distinguished professor title, the Nutmeg Professorship that would be available to professor level faculty who have successfully engaged in the often hidden work that helps others excel

- that often goes beyond usual academic responsibilities. Benefits: \$25,000/yr for 3 years; title retained for duration. Vicki discussed with the Provost, who initially approached us to consider this opportunity, to ensure that what workgroup was thinking was in line; and generally was.
- Working document will be circulated and committee members will comment on content, specifically on examples of types of activities that could be recognized by this award.

4) New Business

- Permanent CIRE positions – Dan Burkey provide information about other universities (eg, Worcester Polytechnic Institute and the University of California system) who have implemented tenure or permanent positions for non-tenure track faculty to recognize long-term value of these employees. Because UConn has continued to hire CIRE faculty, it seems reasonable to consider such as transition here.
 - Committee members were in agreement that a workgroup should be formed to further evaluate this
 - AAUP already has a subcommittee looking into this and should be contacted to work together
 - Committee members are to notify Lisa if interested in serving on this workgroup
- Request to consider issues with software license access for Emeritus professors – postponed to next meeting

5) Announcement

Reminder of Future Meetings

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