

## Minutes

### Faculty Standards Committee of the University Senate

Monday, December 6, 2021 (2:00 – 3:30 PM, WebEx)

#### 1) Attendance

Lisa Holle, Chair, Pharmacy Practice  
Valarie Artigas, School of Nursing  
Preston Britner, CLAS, Human Development & Family Sciences;  
Dan Burkey, Engineering, Associate Dean  
Masha Gordina, CLAS, Mathematics  
Elizabeth Jockusch, CLAS, Ecology & Evolutionary Biology  
Betsy McCoach, Neag, Educational Psychology  
George McManus, CLAS, Avery Point  
Kathleen Holgerson, Women's Center  
Vicki Magley, CLAS, Psychological Sciences  
Linda Pescatello, CAHNR, Kinesiology  
Martina Rosenberg, CETL, Faculty Development  
Jeffrey Shoulson, Senior Vice Provost, Ex-Officio member

*Unable to attend:* Bede Agocha, CLAS, Africana Studies Institute; Douglas Degges, Art and Art History; Jack Powell, Undergraduate Student Government Representative; graduate student representative and another USG representative unassigned

#### 2) Approval of November 2021 Minutes

#### 3) Old Business

- Draft Guidance for Letters of Support (LOS) – committee made recommendations to the draft Guidance and Boilerplate for Soliciting External Letters for PTR for tenure-track and CIRE faculty prepared by Senior Vice Provost Shoulson.
  - Having an external reviewer comment on teaching (if applicable; for example if they have experience observing/participating in workshop taught by faculty) and service (particularly external service like national association service) where the UConn PTR committee may not have that knowledge/ability to assess is valuable; recommend requesting that assessment in letter
  - Suggest terminology change for instructions on attaching candidate's research statement for evaluator. Not all faculty would have a research statement but scholarship or creative statement instead may be more appropriate. Discussion ensued about whether this should be different than statement included in PTR packet – most members felt it should be different and a recommendation when mentoring faculty so perhaps include in guidance
  - Consider providing examples of circumstances an evaluator may know a candidate, such as PhD supervisor, dissertation committee member, post-doctoral advisor; collaboration on research, scholarship, creative endeavors)
  - Recommended that each College/School develop a conflict of interest (COI) policy statement that would be used for assessing COI of external reviewers

- Include language that implies or conveys that UConn doesn't require a specific timeframe for promotion so length of time it took to be promoted shouldn't factor into review rather the evidence of work between ranks. Example: We ask that your assessment focus on their cumulative body of scholarship (or creative works) since promotion date
- Include some mention that all correspondence whether agreeing to write letter or not is part of college record
- SETs
  - F/u from November meeting discussion – Lloyd Blanchard has not reported back regarding his follow-up. Jeffrey Shoulson will follow-up on what is the potential issue regarding delaying release of grades or incentivizing early release of grades based on SET completion
  - SET/Holistic Teaching Evaluation Workgroup Recommendations - Martina described proposal from workgroup that we need a larger university task force to systematically evaluate/overhaul teaching evaluation at UConn.
    - Committee agreed that the focus of a task force would be on evaluation of teaching not just SETs; need a cultural shift that has more focus on continual development of teaching; need to identify hesitations for change; identify resources, rewards, values of teaching evaluation; and consideration of decoupling from promotion and tenure and focus on improving teaching.
    - Next steps: workgroup to draft a proposed Senate resolution outlining recommendation for a task force to be developed with details such as including recognized time and thoughtful engagement from the broader community of instructors; specifics on the charge, timeline and scope of the task force, including whether it is worthwhile to use a revision of the SET guidelines and policies in the interim. FSC committee to discuss at next meeting and moved ahead, would go to Senate Executive Committee for approval to be put on Senate Agenda
- Request to consider status of Emeritus professors – Lisa describe request from faculty member/department head to consider issuing a formal statement about rights of emeritus faculty. More discussion is needed; issue tabled until future meeting
- Dean's Level Distinguished Professor workgroup status – will be discussed at next meeting

#### 4) New Business

- COACHE Faculty Job Satisfaction Survey – Lisa shared that this data is now available and will share link post meeting. If members are interested an overview of data can be provided at a future meeting.
- BOT letter – Lisa shared that the SEC and Senate Committee chairs sent a letter to BOT and President about contract negotiations and will share letter post meeting.

#### 5) Reminder of Future Meetings to be held virtually

- Feb 7, 2022
- March 7, 2022
- April 4, 2022
- May 2, 2022