

Meeting Minutes – Faculty Council

Meeting Information

Date: 1/10/18 Location: 121 Borland
Time: 8:00 a.m. – 9:10 a.m. Chair: Aaron Knochel
Note Taker: Jennifer Curry Approved by: Aaron Knochel

Attendees: Shadi Nazarian, Heather Bruhn, Aaron Knochel, Eric Roman, Charlene Gross, Scott Wing, Bonj Szczygiel, Jennifer Curry, Andy Schulz, Dean Barbara Korner, Loukas Kalisperis, & Steve Hankle

Absent: Kenya Sanchez, Brian Alfred

Agenda Items:

College Elections Process

Current process is to email call for nominations repeatedly. Aaron Knochel proposes that

1. After a call is made, a secondary voice initiate 1:1 dialog
 2. Committee members should identify someone who would be a good candidate and approach and speak to them instead of a blank email.
 3. Dean Korner recommended doing a 1:1 and said it's an important time for the committee to communicate the benefits.
 - Your voice impacts the benefits
 - Builds your service record for P&T
- Dean Korner suggested instituting a service award at the college award level
 - *Faculty Council initiate the service award
 - *Aaron will work with Dean Korner and draft. Will vote on draft in next 2 weeks.
 - *Nominations can be P&T benchmark and the value it carries impacts our lives serving on Senate, healthcare, gen ed

Academic Leadership Retreat- Andy Schulz

- Regarding Annual Reviews, a new platform is being used called Activity Insight.
 - Activity Insight is a tool used to enter information and the information stays in the system until your next milestone. Fixed Term & Tenure Track
 - Kick-off is SP18
 - A guide is being written to assist faculty
 - The idea is to move toward electronic dossier instead of paper
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On-going Agenda items:

- **Academic Leadership Retreat**

Next Meeting: February 7, 2018 in 121 Borland

COLLEGE OF ARTS & ARCHITECTURE
Academic Leadership Retreat on “Faculty Excellence,” 10/29/17

Summary for Faculty Council for Meeting, 12/6/17

Background

On September 29, 2017, the College of Arts & Architecture dean’s office coordinated an all-day retreat for the leaders of academic units in the College to initiate a discussion regarding possible strategies for furthering faculty excellence in the college.

The day’s conversations centered on tenure-related (tenure-track and tenured) faculty, with the understanding that issues relating to fixed-term faculty were no less pressing or important and would be the focus subsequent discussions. Nonetheless, many of the possible action items (listed below) apply to both tenure-related and fixed-term faculty.

A central theme that emerged during the retreat was the idea of reimagining “excellence” as “impact.” Specifically, what would it mean to empower faculty to define, reflect on, and demonstrate their “impact” as part of the annual evaluation, promotion and tenure, and post-tenure review processes? From this question arose a series of possible actions that might be undertaken during spring 2018 and over the course of the 2018-19 academic year to foster faculty excellence and impact. Some of these were discussed further at the November 28 meeting of the College Academic Leadership Council, which the Faculty Council Chair (Aaron Knochel) attended. It was decided that a good next step would be a discussion with the Faculty Council at its next regular meeting.

Possible Actions (all provisional, and subject to full and wide consultation)

1. Revise College and Unit tenure and promotion guidelines to incorporate “impact” and make other updates
2. Rethink peer evaluation of teaching
 - Create and adopt college-wide guidelines for peer review of teaching, relying on faculty expertise within and beyond the College, and using C-PAD as a key resource.
 - Consider mechanisms for conducting formative as well as evaluative peer reviews of teaching.
3. Address issues related to SRTEs
 - Adopt strategies to raise SRTE response rates in all units.
 - Ensure that units are including/using benchmarking data.
4. Consider incorporating teaching portfolios into annual, P&T, and post-tenure evaluations
5. Address issues related to evaluation of service
 - Ask unit- and college-level committee chairs to submit an annual report on contributions of committee members so that evaluation of service accurately reflects contributions.
 - Reconsider the expectation that service must be expanded in the case of all faculty to college and university levels over the course of tenure-track period.

6. Encourage best practices in annual evaluations
 - Ask faculty to self-evaluate, and justify their self-evaluative ratings.
 - Include goals for the coming year as part of annual review, and revisit in the following review. In the case of tenured faculty, tie these to 5-year faculty development plan.
 - Implement Activity Insight.

7. Address post-tenure issues
 - Assess data related to time since promotion for current associate professors.
 - Institute 5-year faculty development plans as part of post-tenure process, and track through the annual evaluation and post-tenure review process.
 - Rethink the timing of sabbaticals, and the expectation regarding sabbaticals among recently tenured faculty. Tie sabbaticals to faculty development plans, and to promotion.
 - Consider a “teaching track” that leads to promotion to full professor, provided there is a related research agenda that advances the scholarship of teaching and learning.

8. Address issues relating to P&T dossiers
 - Use Activity Insight to compile faculty accomplishments in teaching, research, and service.
 - Consider adopting PTORP electronic dossier process.
 - Establish strategies to ensure that faculty write effective narrative statements.
 - Additional P&T issues in “teaching” and “service” sections, above.