

Faculty Rights & Responsibilities

Meeting Minutes

September 3, 2019; Room GH 305

Members of FRR met on Tuesday, September 3rd at 3:00 pm. In Ginger Hall 305 with Chair, Dr. Kimberlee Sharp, presiding

In attendance: Kimberlee Sharp, Suzanne Tallichet, Mee-Ryoung Shon, Bill Grise, Steve Chen, Gilbert Remillard , Royal Berglee,

*(Dieter Ullrich, absence; the alternative members will join and replace Natasha Davis, and Ilsun White)

Businesses:

1. Committee members decided to elect FRRC 2020-2021 chair-elect next meeting.
2. Committee members elected Steve Chen to serve as the FRRC 2019-2020 secretary.
3. Reminder of an old business: The committee chair will check with Dr. Tim Hare about update of Pacs-18.
4. Royal Berglee presented the summary of his Faculty Petition to FRRC (dated Aug. 6, 2019): The petition addressed two cases of violations related to UAR Number 137.02.
 - The petitioner indicated Dean Ernst failed to explain the inconsistency between the Performance score and Merit score based on his submitted evaluation materials. He believed there were due process and procedural fairness violations due to Dean's lack of response.
 - The petitioner claimed a procedural fairness violation, since the current merit (reward) model counters the best practices in rewarding all (100%) individuals who demonstrate a satisfactory or standard level of achievement. The current UAR does not have clear wordings on what certain percentage of merit score should be given. This leaves a huge room for subjective interpretation given by the supervisor in assigning a merit score to faculty members

After hearing the petition provided by Dr. Berglee Committee members have agreed to invite both Dr. Dianna Murphy and Dr. John Ernst to address the issues concerning the inconsistent evaluation between the Performance score and Merit score in Dr. Bergelee's case . The newly added (confirmed) alternative members will also be informed and weigh in on the issue.
5. Next meeting will be arranged through an online survey poll.

Meeting adjourn at 4: 10 pm