

## **Faculty Rights & Responsibilities**

### **Meeting Minutes**

**October 4, 2019; Room GH 601-B**

Members of FRR met on Friday, October 4th at 1:00 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 , Suzanne White, and Dieter Ullrich

Members absent: Lori Baruth, Royal Berglee+ (+Dr. Berglee was excused for the meeting due to the conflict of interest on one of the new business)

Businesses:

1. Committee members approved 9.3.19 FRRC minutes  
(Bill Grise motioned to approve the minutes and Suzanne Tallichet second the motion)
2. Committee members elected new FRRC 2020-2021 chair-elect: Suzanne Tallichet  
(Candidate Tallichet was nominated by Royal Berglee and seconded by Suzanne White)
3. Committee members began to process the petition presented by Royal Berglee (dated Aug. 6, 2019)
  - Dr. Dianna Murphy, Associate Dean of Humanities and Social Sciences (SHSS), attended the committee hearing at 1:10 pm and addressed the following key responses related to Dr. Berglee's petition case.
    - (a) Dr. Murphy explained the three-level of evaluation steps for providing a faculty's annual performance and merit score. The initial evaluation was completed by the department's Peer Review team (n = 4). Then the Associate Dean took the reports and rankings provided by the Peer Review team to issue performance and merit score of individual faculty members. Dean of the College further took the Associate Dean's recommendation to assign merits score based on the ranking of performance score.
    - (b) Three different FEPs are used to evaluate the annual performance of 10 faculty members in SHSS. Dr. Murphy explained the difficulty and complexity of giving a standard performance score. However, the department does have one sliding scale and formula to help assign standard performance scores for faculties.
    - (c) Dr. Murphy provided the reasons on why Dr. Berglee score a "one" for his merit share. Dr. Berglee earned that score due to lack of peer-review journal publications and university service during his sabbatical term.
    - (d) Dr. Murphy indicated she had spent two meetings with Dr. Berglee to discuss his concern about the inconsistency between the performance score and merit score. She indicated she paid her due-diligence to address Dr. Berglee's concern. She also

confirmed that Dr. Ernst, the Dean, had sent Dr. Berglee a letter to explain the process for assigning the merit score.

- After hearing the testimony of Dr. Murphy, the committee decided that neither Dean nor Department Chair committed procedural violation. However, the committee agree that the current UAR Number 137.02 contains unclear instruction how certain percentage of merit score should be given. Due to the lack of procedural transparency, the current practice for assigning merit scores may create faculty's confusion about the received score.
- The committee agreed to have Dr. Kim Sharp (the Chair) writing a note to Dr. Berglee to explain the committee's decision. The committee also decided to use this petition as an example to provide recommendations for improving UAR Number 137.02

Meeting adjourn at 2: 05 pm