

FACULTY WELFARE & CONCERNS MINUTES

WHEN The FW&C Committee met at 3:45pm Thursday, October 19, 2023

WHERE via WebEx

MEMBERSHIP

Stephen Brigham, Cheng Cheng, Ben Fitzpatrick, Alison Hruby, Tom Kmetz, Kathy Lewis, Doug Mock, Gilbert Remillard

Underlining indicates that the member was absent.

SUMMARY

The minutes from September 28th 2023 were approved with Remillard moving and Fitzpatrick seconding.

PAc-1 and 34 – Summary of Ideas, Questions, and Concerns

- These proposals should not be rushed toward approval. Details should be worked out and put in writing prior to approval.
The President and Provost would like to have these policies in place as soon as possible as they feel it is in the best interest of the faculty and institution. If high-quality proposals can be approved in a relatively short timeline, all the better.
- What is a rough cost estimate for implementing these proposals over specific stretches of time?
It is hard to quantify an exact cost. The raises that will be implemented will vary over time depending on economic conditions and the financial health of the university, as is the case for other raises due to promotion of rank. The president has undoubtedly taken potential financial costs into consideration.

University Professors:

- The currently vacant PAc-4 could be used for ‘Promotion to University Professor’ to provide criteria and mechanisms.
Yes, this would be a possibility.
- What is the mechanism for eligibility and election for University Professor?
The mechanisms would be similar to those used for eligibility and election to Professor (Pac-2).
- What ensures equity across the colleges for eligibility for promotion to University Professor?
Anyone who meets the eligibility criteria is welcome to apply for promotion to University Professor as is currently the case with other promotions.
- What ensures equity across various demographics for promotion to University Professor?
Not sure what this means or how it would be adjudicated. Anyone who meets the eligibility criteria would be welcome to apply, regardless of demographic status.
- The criteria for University Professor should be a university-wide FEP and not be implemented in individual department’s FEP.
This would be a departure from other promotional criteria. There is no need for inconsistency. Different disciplines have different emphases on what constitutes excellence in the areas of teaching, service, and scholarship.
- Will receiving either the distinguished teaching or distinguished researcher awards be requirements for eligibility for University Professor?
No.

Senior Instructors:

- Specifics about workload expectations for all levels of instructors and salary enhancement for Senior Instructors are needed.
The specifics would be left to the individual departments to codify in their respective FEP. The

expectation is that about 20% of the time on the job is spent engaging in service that is related to student success. In a typical 37.5 hour workweek, this amounts to about 7.5 hours (1.5 per day) in addition to the 15 hours of instructional time. The point is that Instructors are differentiating themselves from adjuncts in that they are actively engaged with the students in meaningful ways outside of the classroom. There is no doubt that this is currently happening in multiple departments throughout the university. This proposal would emphasize this, codify it, and reward it.

As far as the specifics of additional compensation for Senior Instructors are concerned this would again depend on financial variables just like other promotional raises do. Conceivably, the raise would be comparable to the raise given for promotion to Assoc. Professor on a percentage basis.

- The language “as well as demonstrated multiple years of a service component that is related to student success” should be more specific on how many years.
This would need to be spelled out in a new Pac that is comparable to PAC-2 for promotion to professor.
- The criteria for Senior Instructor should be specific to individual departments.
Agreed. It should be codified in each department’s FEP.
- It is unacceptable to kick the 12-month notice down to a semester with this wording, “When possible, career-track faculty with more than three years of consecutive service will be given at least a one semester notification of non-renewal.”
Ideally a 12-month notice would be given. But it would be impossible to make informed decisions related to hiring and retaining all Instructors an entire year in advance.

In PAC-1 -- COPRA was long ago defunct and should be replaced with CHEA.
~~Commission on Recognition of Postsecondary Accreditation (CORPA).~~
Council for Higher Education Accreditation (CHEA)
Thank you for the correction. It is noted.

Faculty Handbook’s Update

Three people have sent changes to the chair.

New business

Faculty House -- Chair Brigham introduced the idea of using the unused President's House as a way to build community among the faculty. Michigan State and University of Wisconsin have them.

Members were skeptical about charging dues but generally liked the idea of a multi-purpose building for:

- events for students
- lunch hour events
- overnight guest rooms

Chair Brigham should look into the mold question to ensure that it actually can be used.

ADJOURNMENT The meeting was adjourned at 4:48 pm.

NEXT MEETING November 9th at 3:45pm via WebEx