

Minutes of the Faculty Issues Committee  
October 15, 2009

Members present: R. Barris (chair), S. Brush, I. Clelland, T. Easterling, K. Gainer, M. Gibson, M. Htay, and P. Stanley

Members absent: J. McDonnel,

Guests: none

1. The committee was called to order at 3:59 p.m.
2. The minutes of the October 1, 2009, meeting were approved as amended.
3. R. Barris presented reports collected last year from departments in response to a survey regarding the procedures and criteria by which faculty are evaluated. Reports addressed such issues as (1) the nature of the guidelines followed by the various departments, (2) the criteria and materials used by chairs to evaluate faculty, and (3) the procedures and criteria followed by the various departments in reaching tenure and promotion decisions.
4. R. Barris will provide committee members with the computer files containing the reports mentioned in item 3.
5. It was proposed that the committee report the results of survey and make recommendations for changes to the Teaching and Research Faculty Handbook. Such proposals would have as their goal the establishment of uniform guidelines that would eliminate nebulous and arbitrary criteria.
6. The committee discussed whether or not an evaluation template or rubric should be developed. It was not felt that the FAR was an appropriate template. It is also currently not clear how the FAR is to be used, nor how department chairs arrive at numbers based upon the FAR.
7. The committee discussed the need for criteria to be specified and the need to provide adequate information to the faculty, no matter what the criteria may be. Mentoring was proposed as one avenue for helping faculty to understand expectations. Faculty orientations may be another avenue for helping faculty to understand expectations. In the absence of the New Faculty Institute, departments have an especial responsibility to convey specifics.
8. The committee also discussed the current approach to weighting the numbers derived from the FARs: the percentages allotted to Teaching, Professional Activities, and University Service, respectively.
9. It was noted by P. Brush that the Council of Chairs may be taking up some of the above issues.
10. The committee adjourned at 4:36 p.m.

Respectfully submitted,

K. Gainer, recorder