

Meeting Minutes – Faculty Council

Meeting Information

Date: 12/6/17 Location: 121 Borland
Time: 8:05 a.m. – 9:05 a.m. Chair: Aaron Knochel
Note Taker: Jennifer Curry Approved by: Loukas Kalisperis, Aaron Knochel

Attendees: Shadi Nazarian, Heather Bruhn, Aaron Knochel, Eric Roman, Charlene Gross, Scott Wing, Bonj Szczygiel, Jennifer Curry, Kenya Sanchez, Andy Schulz, Brian Alfred, Dean Barbara Korner, Loukas Kalisperis, Angela Rothrock, & Steve Hankle (arrived 8:35 a.m.)

Agenda Items:

General Education Committee:

- Active change in requirements – recertification of all Gen Ed courses.
- Committee was given 12-15 proposals to consult on.
- Committee is working with Bill Rose in Digital Learning
- 25% are submitted now for recertification. Spring is unknown but could be higher.
- University General Education has valuable information on their website.
- Undergraduate Curriculum committee will be sharing information in the spring.
- Inter-domain courses – expertise isn't to be questioned
 - Budget follows the instructor
 - Student credit hours follow the instructor
 - Consultation of A&A faculty on inter-domains is crucial to maintaining excellence.
 - Concern was raised over the possibility of faculty outside of the College using A&A prefixes in future GE proposals. How can excellence in connecting research to teaching be maintained?

Academic Leadership Council:

- Please see attachment prepared by Andy Schulz
 - Chair proposed that Council members take back to programs & report to meetings and discuss
 - Rethink peer evaluations – what are they looking for in guidelines?
 - More time needed to discuss the issues and the roles of facilitating faculty voice is needed.
 - Chair requested more time on the January Council agenda to discuss further.
 - Andy Schulz indicated that he would revise
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On-going Agenda items:

- **Academic Leadership Retreat**
 - Revise College and Unit guidelines to incorporate “impact” and make other updates
 - Rethink peer evaluation of teaching
 - Address issues related to SRTEs

Next Meeting: January 10, 2018, 211 Borland

COLLEGE OF ARTS & ARCHITECTURE
Academic Leadership Retreat on “Faculty Excellence”

Summary for Faculty Council for Meeting on December 6, 2017

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 discuss possible strategies for furthering faculty excellence in the college. Early on in the course of the day’s conversations, the idea of reimagining “excellence” as “impact” emerged as central theme. 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 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 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.

Consider incorporating teaching portfolios into annual, P&T, and post-tenure evaluations

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.

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.

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.

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.