

Minutes  
Faculty Senate Steering Committee  
Tuesday, January 19, 2016  
3B Conwell Hall

**Attendance:**

Present: Tricia Jones (Pres.), Adam Davey (Vice Pres.), Michael Sachs (Secy.), Raghbir Athwal (LKSM), Teresa Gill Cirillo (FSBM), Marsha Crawford (SSW), Kurosh Darvish (ENGR), Fred Duer (TFMA), Michael W. Jackson (STHM), Michael Jacobs (Pharm), Jim Korsh (CST), Paul LaFollette (Fac. Herald), Heidi Ojha (CPH), Cornelius Pratt (SMC), Mark Rahdert (Law), Jeffrey Solow (BCMD), Ken Thurman (Educ.), Cheryl Mack (Coord.)

Absent: Stephanie Knopp (ART), Jie Yang (KSoD)

1. Call to Order

President Jones called the meeting to order at 1:06 p.m.

2. Approval of Minutes

The minutes from January 12, 2016 were approved as amended. Moved and seconded (9 yes).

3. President's Report

- a) January 25<sup>th</sup> meeting at Dental School. Van pickup and lunch discussed by Cheryl. Van outside of Mitten Hall depart at 1:00 (board at 12:30). Lunch available. WebEx trial this Friday. Cheryl will check with Dental School Dean's office on their faculty attendance. Provost Dai will be attending
- b) Plans for February 26 Senate meeting – Michele Masucci will perhaps present at this meeting rather than on 1/25. Perhaps generation of questions on adjunct unionization.
- c) Conversation with Susan Smith (University Counsel), Kevin Delaney, and Sharon Boyle about various topics. Shared ideas about discussion board, Faculty Senate web site information dissemination. Discussed Q&A possibilities. Importance of remaining neutral in this process.  
Suggestion that Liaison Committee meet soon and Art Hochner be invited to attend.  
Discussion about role of FSSC with respect to negotiations concerning adjunct faculty.  
Note that both TAUP and Administration have points of view.

4. Guest – Kevin Delaney – Vice Provost Faculty Development/Affairs

T&P New system in place. Five FSSC members of UTPAC List of candidates sent to reviewers. All cases come to UTPAC even if unanimous. Notion of chair from faculty for each of three committees. According to TAUP Contract Delaney is officially chair. As Chair can't make any substantive comments on cases. Largely there to organize process. Possibility of faculty co-chairs for three committees – Delaney said yes. Faculty co-chair (shadow chair too shadowy) a possibility. Perhaps co-chairs assist towards end to do debriefing. Perhaps assist in organizing discussions. Question whether contract language really says Provost or Provost's designee must be chair.

Concern that chairs of committee have much power on who are readers, who writes reports, etc. Processes written for all situations, not just for persons of good will. Delaney noted critical nature of schedule, timeliness of being available for meetings. Also for future perhaps note planning ahead for readers, etc., because list of candidates known early in academic year. Recommend readers send out drafts as soon as possible for feedback before decisions made. Note first year of process and changes may need to be made for next year. Nineteen cases for two of committees and six for other committee (Science committee).

Still set of cases that don't go through committee (7-9) from non-TAUP schools. Dean's Council reviews these.

Question about Faculty Handbook and potential for changes that would facilitate this process and also updating other aspects of Handbook. Interest in VPFA in having this done. Example would be extending tenure process by a year for a leave of absence but doesn't appear in Faculty Handbook for non-TAUP Schools. Done informally with Medical School but how about other schools?

Delaney discussed how readers are assigned. First, some individuals must be recused. Then look perhaps for methodological abilities, other elements involved. Perhaps choosing someone from the candidate's College is not the best idea.

Question about candidates who seemed to straddle committees. VPFA asked faculty which committee they desired. Of approximately 55 applications only 5 didn't fit neatly into committees, and VPFA honored faculty member's request.

Issue of resourcing and support for committee members. Perhaps Provost consider for merit. This is especially the case for two committees with 19 each. Good to keep track of hours spent and evaluate at end of process.

#### Merit

Number of units is less this year. Two reasons apparently. One is that percentage of faculty base dropped this year (so fewer units). Second is departmental chairs moved out of unit – salaries and merit moved out. This will benefit chairs – chair salaries generally fairly high and they tended not to get much merit under old system. Chair research tended to drop and service not rewarded. Not much teaching as well. Deans now have pool of merit for chairs.

For next year percentage will be even lower but every school/college can add funds if desired.

Some people will be disappointed because not as many merit units will be available. Funds from Provost's pool have decreased as well.

Separate pool for NTS and TTs.

Question about how teaching is evaluated. In some schools too much reliance on SFFs.

#### Sabbaticals

Number is same as always of total number of faculty – mid 90s. Got good, robust set of applications. Probably not turn people down for lack of availability (some turned down for poor proposals). Still 35 summer research proposals.

#### Faculty Award Processes

Working on these, trying to get more applications for various awards. Helpful for Faculty Senate to recommend possible faculty for award committees.

### 5. Vice-President's Report

Discussion of Bargaining Units Liaison Committee – language seen as ambiguous (perhaps even bizarre). Doesn't seem to make sense for Past-Presidents to make appointment decisions. Makes sense for FSSC to make appointments to committee, and handle in usual way as other appointments. Nominees should be members of the appropriate unions (e.g., TAUP, Law School, etc.). Moved by Rahdert, seconded by Davey. Approved unanimously.

Bargaining Units Liaison Committee has rarely met, but did meet last time TAUP/Administration contract talks were at a stalemate quite a few years ago.

Committee should report back to FSSC on their discussions/recommendations.

Nominations Committee needs to be convened soon. Rahdert recommended someone else chair the Committee given that he chaired it last year. Rahdert described process by which Nominations Committee functions. Nominations have been solicited to serve on the committee. Marsha Crawford nominated and unanimously approved as Chair of the Nominating Committee.

General call will go out for all vacancies – numerous ones on various committees. Discussion on most efficient process to fill positions on our committees (and the committees that are not our's).

We should be able to get numbers of faculty in colleges from Human Resources and/or VPFA. This would help in calculating numbers of members for Faculty Senate and perhaps for other committees.

### 6. Old Business

none

### 7. New Business

none

### 8. Adjournment

The meeting was adjourned at 2:49 p.m.

Respectfully submitted,

Michael Sachs  
Secretary