Faculty Development and Administrative Relations (FDAR)
Minutes Feb 3, 2021
9:00 – 10:00 p.m.
Zoom

Attending: Claire Andreasen [V PTH], Eliot Winer [M E], Diane Al Shihabi [ARTID], Brian Hornbuckle [Agr], James Vary [LAS], Carmen Gomes [ME], Huifang Mao [MKT]; Ann Smiley [HSC]; Tera Jordan [SVPP]
Absent: Dan Andersen [ABE], Ralph Napolitano [MSE]; Dawn Bratsch-Prince [SVPP]

Time of meeting on the hour

Welcome Huifang Mao this semester while José is away

EDI Faculty Handbook
Will be updated August 2021 after Provost Office and President approval.

Reports/Updates

Equity, Diversity, Inclusion Committee – Chair Carmen Gomes (note since Carmen was having audio problems, items were later sent to me and listed below)
- Working with SVPP to have Dr. Kesho Scott present to all faculty this Spring about EDI topics as part of the 15th anniversary of the Advance program.
- Will be writing a letter of support to the faculty senate regarding the new diversity training requirements for undergraduate students.
- Goal to start drafting best practices for documenting EDI efforts on annual evaluation, and P&T packages and pass that to the SVPP to review.
- Currently a task force is working on the tool for student course evaluations
  - There will be a need for EDI committee input on potential bias in evaluation tools
  - Noted in FDAR meeting Senate President has stated good to have input on the student evaluation tool that will be created. Current status is recommendations will go forward to EB in the future.
  - Discussion of issues with the current student evaluation include: comparing individual faculty to departmental means since not reflective of individual courses and learning outcomes; can discourage innovation; more meaningful if present as ranges and trends, e.g. 4-5 on a 5 point scale; also to incorporate meaningful questions regarding content and outcomes versus so instructor-focused which introduces non-learning biases.
- Examination of a few remaining words/phrases in FH; ex: Latin gendered origin

Facilities and Educational Resources Committee - Chair Ralph Napolitano- absent

Faculty Senate Recognition and Development Committee- Chair Dan Anderson absent

Workgroup to Advance Faculty Scholarship in Extension and Outreach - Brian Hornbuckle
Met first day of semester class, Jan 25 with Associate Deans; contacting other universities including Michigan State University for best practices.
Outcomes anticipated:
- Faculty Handbook policies primarily appear adequate; may be minor recommendations.
- Other outcomes: Best practices, resources on website, training and education at all levels for candidates and administrators for clarity and transparency
- Additional benefits: Benefits recruitment regarding expectations for advancement success
Workgroup on Term Faculty Review and Advancement - Tera Jordan
Good team progress
Outcomes anticipated:
- Faculty Handbook policies may need recommendations.
- Other outcomes: Best practices, resources on website, training and education at all levels for candidates and administrators for clarity and transparency; possible surveys
- Additional benefits: Benefits recruitment regarding expectations for advancement success

Transition process for Tenure-track Faculty to Term Faculty
Pros and Cons discussed
On hold

Scheduled Meetings
February 17 (note: determined 2/12 not meeting)
March 3
March 17
March 31
April 14