Faculty Development and Administrative Relations (FDAR)
Minutes March 31, 2021
9:00 – 10:00 p.m.
Zoom

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

Documents for Term Faculty Review and Advancement - Andreasen
• Faculty Handbook (FH) proposed additions/edits
  o Need more work on rationale
  o Capitalization was checked in the FH and inconsistent for VP and Provost; consistent on no caps for tenure, tenure-track, and term faculty
  o Best to place term faculty in 1 FH section versus mixed in with P&T
  o Clarify that colleges do not have a requirement for a college committee; is not always P&T committee. Recommended: college committee responsible for term faculty advancement (if constituted)
  o Emphasis on non-mandatory repeated in sections
  o Add a bit more in assistant to associate paragraph since scant compared to associate to full in 5.4.1.3.2 Advancement Schedule and Credit for Prior Service
  o Check FH for language at each level (department, college, Office of the VP and Provost) used for P&T; Tera Jordan stated that the workgroup did review that aspect
  o Stated that FH captures basic concepts and needs minor wordsmithing
• Best Practices – need parallel sentences last section

Further discussion on document input:
• Colleges and departments should be undergoing discussions on advancement now since administrators have been informed that colleges and departments will need to determine details/criteria for advancement
• Will get feedback from EB, and Senate Caucus discussions will occur after EB discussion
• Tera Jordan volunteered to reassemble Term Advancement Workshop representatives that presented this spring if desired

Vote:
Since minor wordsmithing needed and need to move policies forward this semester for a timely process for Faculty Handbook changes and Best Practices, a vote was proposed.
Motion to accept both documents with changes as discussed and move to next level for review/input by by Ann Smiley; motion 2nd by Huifang Mao. Voting members present = 7 yes. Therefore, passed with edits to forward to next review level.

Andreasen will take comments and edits for revised documents to send back to FDAR that will go forward.

Need to check on next steps; probably Executive Board (EB) since if EB does not approve, will not go forward to Faculty Senate [Note: did verify this is the process that from Councils (FDAR) goes next to EB]

Updates:
Equity, Diversity, Inclusion Committee – Chair Carmen Gomes
- College documents for reporting EDI have been collected and being examined. Recommendation from committee can come to FDAR wherein both faculty senate members and Office of the Provost members engaged in EDI can all review
- Planning ongoing for speaker Dr. Kesho Scott in the fall

Workgroup to Advance Faculty Scholarship in Extension and Outreach - Brian Hornbuckle
- Next meeting will be a discussion with VP John Lawrence

Representative Committee – review of committees – Andreasen
Ran out of time to discuss.
Note: Will be meeting this month to discuss if council committees are functioning as to purpose. Related to FDAR, will be a discussion of Facilities and Educational Resources since Ralph has expressed concerns about consistently finding a topic to address that the committee can participate in meaningful analysis. Possible areas for discussion are the committee would contribute to and/or help with information on the safety of the ventilation systems in classrooms and the required air quality as we come back to in-person. For any topics, the committee will need to meet with those knowledgeable and have specific tasks to review and make recommendations.

Good of the Order

FDAR Meetings
April 14

EB Meetings
April 13
April 27

Faculty Senate Meetings
April 6
April 20
May 4