Minutes for FDAR Council, January 28, 2014 in 1550 Beardshear

Present: D Bratsch-Prince, R Napolitano, A Smiley-Oyen (Chair), C Schwab, W Ware (substituting for Greg Stevenson), E Weber

Absent: A Eisman K Stalder, K Zarecor, D Zhu

Meeting was called to order at 1:05 pm.
Minutes from the fall meetings were approved.

Committee Reports

Recognition and Development Committee – Second cycle of applications is due Jan 31.

Committee on Equity, Diversity, and Inclusion – No report

Unfinished Business

Parental Leave. Associate Provost Bratsch-Prince reported that suggestions/solutions for parental leave are frequently addressed by the Provost’s office with those who deal with these questions (such as department chairs and associate deans) through meetings, workshops, and individual discussions. The primary message is that the university provides flexibility. The FMLA policy issues are addressed through Human Resources (HR), but adjustments in a faculty member’s Position Responsibility Statement (PRS) are to be addressed by the department chairs. They have been encouraged to work with faculty members to find acceptable and fair alternative work assignments.

Faculty Exit Survey. Bratsch-Prince presented the council members with data from the exit surveys conducted during FY10 – FY13. We looked through the data and discussed the results. It was decided that Faculty Senators should be aware of this information, but that it need not be the entire data set. The Provost’s office provides a summary of their findings to the Board of Regents, so Bratsch-Prince will send that report to FDAR Council members to look at prior to the next meeting. At the next meeting we will decide what information would be informative for Faculty Senate. One point of discussion was that many people identified “departmental environment” as their reason for leaving, which brought up the importance of the PRS. It was noted that there is still a wide range of detail (or lack thereof) in the PRS across the University. It was mentioned that President Dark was putting together a Task Force to study the structure of the PRS across the campus, but its current status is unknown. Smiley-Oyen will contact President Dark to gain information regarding its status and report back to FDAR at the next meeting.

Giving away sick leave hours. We decided to invite Julie Nuter, new Associate Vice President for Human Resources, to a future FDAR meeting and we will discuss this topic and other HR issues with her then. Smiley-Oyen will contact her to determine if any of our regularly scheduled meetings fit in her schedule.
New Business

Faculty Civility Forum, Fall 2014. Bratsch-Prince briefly discussed the need for this forum, but we did not have time to discuss it in more depth, and we so will come back to it at the next meeting. Smiley-Oyen mentioned that Os Guinness, a speaker in the university lecture series, will present a relevant lecture on this topic in the Sun Room on Monday, Feb. 17 at 7 pm. The title is “Religious Freedom for All: Living Together with our Deepest Differences,” which addresses civil discourse in the public square.

Criteria for Distinguished Professor. We will discuss this at our next meeting.

Review of Tenure-Clock Provision in Faculty Handbook. We will discuss this at our next meeting.

The next FDAR Council meeting will be Thursday, February 20 from 1 to 2 in 1550 Beardshear.

Meeting was adjourned at 2:05

Submitted by A. Smiley-Oyen, FDAR Chair