Present: Jon Perkins (BUS), Jeff Kushkowski (CCDR Chair), Brett Sponseller (VET, Chair), Dawn Bratsch-Prince (OSVPP), Tim McNicholl (AAUP), Ian Schneider (ENG), Denise Vrchota (Senate Doc Chair)

1. Call to order
Meeting was called to order at approximately 9:30.

2. Secretary assignment
Ian Schneider volunteered as secretary.

3. Changes to agenda
The title of the section should be Unfinished Business not Old Business. Subcommittee reports should be in reports from committees section.

4. Approval of minutes (10/29/18)
Minutes of the October 29th meeting were approved unanimously.

5. Reports from committees
Several items were brought forth by Jonathan Sturm:
- There is a conflict in handbook. FH 3.3.2.2 with 4.1.3. Dawn suggested that perhaps the whole section 4.1.3 should be removed. In addition, maybe we should have numbers (3.3.2.2.1, 3.3.2.2.2, etc.) outlining FH 3.3.2.2 instead of bullet points.
- FH 5.4.1.2 seems to indicate that assistant professors not eligible for serving on renewal for assistant professors? Several members indicated that assistant professors should not be determining renewal for other assistant professors who have been here longer. Changing the FH to allow them to review less senior assistant professors, but disallow them to review more senior assistant professors (along with other scenarios) would be difficult to write concisely. Tim and Ian: Do we actually want the assistant professors doing more stuff? Both of these reasons led a motion to not change the provision. It passed unanimously.
- How much faculty privilege do P&S staff with courtesy teaching appointments have? Dawn: This is an honorific title, but in the FH, these individuals are covered as “instructors” for teaching courses. Consequently, FH sections associated with teaching courses would apply to them. If they change from assistant and associate a review need to take place.

Denise: No items from the Documents Committee
Jeff: No items from the College and Departmental Document Review Committee.

6. Unfinished Business
Changes in the governance documents of the colleges are coming along. One issue that has arisen is how part-time is accounted for in term in the advancement (5 years’ experience).
Dawn: The OSVPP seems to indicate that the 5 year’s experience would be a length of time that is not dependent on whether you teach part time or full time.
Tim: There is no formal report yet from the subcommittee on term/tenure and tenure-track faculty balance across the university. However, to summarize the subcommittee affirms and agrees that tenure is essential for teaching. The AAUP suggests that no more than 50% of the student clock hours across the university and no more than 25% of the student clock hours in any one department should be delivered by a term faculty member. As of last fall, 38% of the student clock hours are taught by term faculty. There was a discussion that this is really limited by administration that approves particular categories of hires. Maybe more faculty involvement in decisions as to whether a term or tenure track position would be opened. Retirement of tenure faculty results in hiring term faculty. Some college administrations seek input from faculty. AAUP also suggests that there is a term to tenure transition route. Furthermore, we need to understand how different ratios of term to tenure/tenure-track faculty impact research. Incoming students are looking for prestige in a university and this usually comes from tenure not term faculty. Perhaps we should parse these percentages based on department or level of instruction (100-level, 200-level, etc.) to actually set useful goals.

Bullying Policy changes to the FH: Tim: Motioned to discharge the subcommittee on Bullying. The motion carried unanimously. Brett: Motioned to make an Amendment to 7.2.2.3 from harass to bully throughout. The motion carried unanimously. In addition to this change, there is a statement of faculty core values that includes some wording on bullying, but this has no teeth. However, it can inform policy decisions. The committee agreed that Jonathan Sturm was interested in carrying this further, particularly as faculty senate president, so we will wait for some drafts of language from him. In order to get the university council to move, we need to give them a definition of bullying. Perhaps we should glean language from state statutes, particularly from the state of Iowa.

7. Meeting adjourned at 10:37