Faculty Development and Administrative Relations (FDAR)

Minutes
17 Nov 2021
10:00 A.M. – 11:00 A.M.
107 Lab of Mechanics
Minutes Recorder: Brian Hornbuckle
Minutes Editor: Diane Al Shihabi

Council Members Present
Diane Al Shihabi [ARTID], Claire Andreasen [V PTH], Firat Erdim [ARCH], Brian Hornbuckle [Agr], Carmen Gomes [ME], Ann Smiley [HSC], James Vary [LAS], Dawn Bratsch-Prince [SVPP], Tera Jordan [SVPP]

Council Members Absent
Dan Andersen [ABE]
Jose Rosa [MKT],
Eliot Winer [ME]

I. Minutes
September Minutes: Some concerns on length and detail by some committee members. Would like to see more bullet-point statements related to discussion and results. Carmen motioned approval. Claire second. Unanimous consent.

October minutes: Same concerns on length and detail by some committee members. Ann motioned approval. Carmen seconded

II. EDI
Discussion: Concerns were recently raised in press about what University of Iowa faculty are required to report each year about EDI activities. FDAR Chair proposed edits to ISU EDI guidelines document to clarify that they are voluntary. SVPP Office is supportive.

Seconded by James. Unanimous support.

III. Policies on Covid-19, Instruction & Promotion & Tenure; Collaborative Research
Provost’s Office is offering all faculty an additional year of extension to the tenure clock due to Covid-19 on top of the existing policy that allows for an extension of up to two years. Conversations need to occur at department-level so that faculty members and department chairs agree on how scholarship can be modified. Provost’s Office will share types of changes being implemented to accommodate faculty during the pandemic.

Spring 2020 course evaluations will not be used. Faculty should provide context for Fall 2020, Spring 2021, and Fall 2021 evaluations.

FDAR asked Provost’s Office for feedback on best-practices for how to faculty collaborating on research and scholarship document individual roles. Guidelines would be helpful for departments.
IV. COACHE survey update

Provost's Office will address the Senate early in 2022.
Will be recommendations and action items. Will work with Senate to address.
Working towards measurable gains in retention, inclusion, faculty excellence.

Related issues – Service and Equity
Some critical service positions have not been filled in colleges this semester. There is a
sense by some tenure-track/tenured faculty members that service hurts promotion and
advancement. Concerns about how service is evaluated and rewarded. Suggested need
for better metrics and documentation. Clarification needed on whether professional
service alone counts, also need contribution to institution. Current P&T criteria is
"satisfactory institutional service."

Faculty Handbook 5.2.2.6 Institutional Service
Faculty members are expected to play a vital role in the functioning of the university at all levels by
participating effectively in faculty governance and in the formulation of department, college, and/or
university policies; or by carrying out administrative responsibilities. Therefore, to be promoted and/or
tenured, faculty members are expected to have been involved in institutional service. The level and amount
of service are expected to be higher for those seeking promotion to the rank of professor. However,
institutional service alone shall not serve as the central basis for promotion and/or tenure. As citizens of
the university, faculty members may also make other direct and indirect contributions to their
departments, colleges, and university communities.

Resource suggested by Dawn:  https://facultyworkloadandrewardsproject.umd.edu

Department Chair Mike Retallick is leading a committee to address faculty concerns
about service. Do we need to change the narrative to leadership development.

V. Teaching Evaluations

Faculty have concerns that teaching evaluations are inaccurate measures of performance
and remain biased. Another working group will be formed. Contact Andrea Wheeler.
Provost's Office recommends including other evaluations, including peer evaluation.
Encourage faculty to focus less on the instrument and more on how to promote
effective teaching. Provost’s Office will state more at a future FDAR meeting: please
make this an agenda item.

VI. Committee Reports

A. Equity, Diversity, Inclusion Committee – Chair Carmen Gomes
   1. Also discussing teaching evaluations. Will put on next meeting agenda.
   2. Getting closer to hiring VP for EDI.
   3. Chinese association of faculty on campus are concerned about "China Initiative."
   4. Need a representative from LAS to serve on university EDI committee. Caucus
      chair responsibility to fill this position.

B. Innovation and Entrepreneurship – Brian Hornbuckle
1. Committees in Governance and FDAR are now working together on I & E changes for the faculty handbook. Will report at next FDAR meeting.

C. **Facilities and Educational Resources Committee** - Chair Firat Erdim

   Updates
   1. Custodial services cuts.
      FPM budget reduced 5%. Only could cut in custodial and groundskeeping.
      Efforts being made to bring them back.
   2. Deferred maintenance. Finding out where we are at.
      May conduct a survey to discover how faculty are impacted.

D. **Faculty Senate Recognition and Development Committee** - Chair Dan Andersen

   No Report

E. **Good of the Order**

   Diane requested written reports from committees so issues can be better addressed during our meeting.

F. **Adjourn**