Faculty Development and Administrative Relations (FDAR)

Minutes
07 Oct 2022
10:00 AM– 11:00 AM

Location: 107 Lab of Mechanics

Council Members
Diane Al Shihabi [ARTID], Dan Andersen [A&BE], Carolyn Cutrona E [PSYCH], Grant A Dewell [VDPAM], Brian Hornbuckle [AGRON], Huifang Mao [MKT], Ann Smiley [HSC KIN], Eliot Winer [M E], Dawn Bratsch-Prince [SVPP], Tera Jordan [SVPP]

Present: Diane, Grant, Eliot, Brian.
Absent: Dan, Carolyn, Huifang, Ann, Dawn, Tera

I. Call to Order, Diane Al Shihabi
Approval of April 13 Minutes
   Eliot moved to approve
   Grant seconded
   Minutes Approved

Approval of September 20 Minutes
   Eliot moved to approve
   Grant seconded
   Minutes Approved

Announcements

Intellectual Property University Task Force Overview, Update

Barb Biederman is on the committee. We recommended Ann Smiley to represent FDAR. Anne agreed. We also recommended Hiemer Garrison or Mack Shelley. Hiemer recommended Annemarie Butler, who is currently teaching a course on this issue. Annemarie would be a good resource.

I. Service Evaluation in P&T, Diane Al Shihabi, Update
Co-chairs agreed that committee needs a representative from each college. Caucus chairs or FDAR representatives could help identify effective persons to serve. Committee will limit discussion this year to the definition of institutional service and how this type of service should be documented. Issues to be addressed later include service equity including how different departments assign service. A fundamental issue is what happens when a faculty member doesn't have significant service in a promotion and tenure case. Will the university actually hold individuals to a standard on service? What will need to occur to communicate the information to faculty and review committees.

Grant volunteered for the committee to represent the Vet College.
Brian volunteered to represent committee for College of Agriculture and Life Sciences
Diane will represent FDAR
Mike Retaillick will represent Administration – Chair level

A. KerryAnn O'Meara

Kerry Ann offers two workshops and both would be beneficial. They are:

Equity-Minded Reform of Teaching and Service Workloads
Equity-Minded Reform of Faculty Evaluation: Principles and Action.

The Provost’s Office will fund this presentation, which would be all Faculty Senators. Need to find out if both would be funded.

B. **COACHE survey**

Forms have been completed to request data by Colleges. It must now be approved by each College’s dean. FDAR would like to know if there have been any changes in policy as a result of this survey. Also, why aren’t all of the survey results available to administrators and faculty? This is an issues in faculty and administrative relations. The argument is that if everyone could see the link between survey results and actions made to correct the problems, the faculty will be more invested in and more likely to complete future surveys.

II. **Progressive Corrective Action**

Some faculty feel that it still reads as a Chair informing the faculty member with the assumption that the accuser is correct. This process is to be about a conversation to understand and resolve the issue. It is the Chair’s responsibility to effectively listen and address, but there has been bias in the past. There is a lack of trust in some departments and in some colleges.

III. **Faculty Performance Increases 2022-2023**

Faculty have questions about the criteria for obtaining performance salary increases and whether this information should have been communicated to faculty members. Criteria for how performance increases were determined was not communicated in any college of those attending the FDAR meeting. The lack of transparency plays into the idea of favoritism and the notion that it doesn’t matter what some faculty do in their effort to advance.

Questions for the Provost’s Office are” What was communicated to Deans about determining performance increases? Have criteria has been made available in some colleges or has it simply been a Chair’s decision? Is this a fair and equitable process?

IV. **Faculty Retirement and Active Grant Support**

What are the state rules about what retired employees can do?

Committee Reports

I. **Equity, Diversity, Inclusion Committee** – No report

II. **Facilities and Educational Resources Committee** – No report

III. **Faculty Senate Recognition and Development Committee** - Chair Dan Andersen, No report

IV. **Good of the Order**

**FS Meetings This Semester**

**FDAR Meetings**

- Nov 1

**EB Meetings**

- Nov 8
- Dec 6
Faculty Senate Meetings
Nov 15
Dec 1