

Faculty Committee Meeting
January 10, 2018
2:00-3:00pm, South Shepler 623

Present: Edris Montalvo, Wendy Whitman Cobb, Abdulhamid Sukar, Doug Catterall, Mary Penick, Holly Rice

Meeting called to order by Edris Montalvo at 2:05pm.

1. Approval of Minutes

Doug Catterall moves to approve the minutes, Mary Penick seconds. Minutes from October approved.

2. Adjunct vs. Overload Pay

a. Update

The actual difference when faculty benefits are taken into account would be an increase of \$10 to full-time faculty overload pay. The committee expressed concerns that in the budgetary climate, the difference is not large enough to continue pursuing. Motion to table the issue by Doug, seconded by Abdulhamid Sukar. Motion passes.

3. Service Leave

a. Language

Edited Leave Policy for Other Leave

Faculty may request adjustment of their status with the University or short-term leaves of no more than four consecutive working days to manage personal affairs by presenting an application to their department chair for consideration. **[Included in this category of leave are absences relating to service commitments such as volunteer work, participation in non-profit events, and other absences as approved by the department chair.]** The department chair will evaluate the request and give particular attention to the staffing requirements of the department including the disposition of classes and other duties before making a recommendation to the Dean. The Dean will evaluate the application and the department chair's recommendation and submit a recommendation to the VPAA addressing the best interests of the department, the school, any affected students, and the faculty member. The VPAA will make a final recommendation on the application to the President. Salary compensation will be adjusted for such leaves or adjustments to status exceeding four consecutive working days and may be adjusted for leaves of lesser duration if the leave results in additional expense to the University.

Motion to approve edited language by Wendy Whitman Cobb, seconded by Doug.
Motion passes.

4. Post-Tenure Review for Dean Level and Above

a. Language

Proposed Change to Cameron Language (Handbook Sections Included)
POST-TENURE REVIEW POLICY

4.6.1 Purpose

Post-Tenure Review is a periodic peer-based evaluation of tenured faculty for the purpose of guiding career development and, when judged necessary, improving faculty performance. The Post-Tenure Review process is based on and extends the annual evaluation of faculty described in Section 4.3 through two processes: (1) a retrospective review of faculty performance in teaching or librarianship, research and creative/scholarly activity; and professional and University service and public outreach, and non-teaching or administrative duties, if appropriate, over the five years preceding the review, and (2) a formative evaluation for future professional growth. Post-Tenure Review provides a formal opportunity for self-assessment and discussion with peers about professional development. For those faculty whose performance is judged to be below expectations, the evaluation shall lead to the formulation of a professional development plan, the purpose of which is to assist the faculty member to raise his/her level of performance to meet or exceed the expectations for tenured faculty.

Post-Tenure Review is mandatory for all tenured **[academic]** faculty who are reviewed under Section 4.3 unless they have signed an agreement to retire within the two years following the year of the scheduled review or have entered into a formal phased retirement agreement with the University. **[Faculty who's primary responsibilities are administrative and who's teaching load is less than 50 percent are exempt from the Post-Tenure review process. Faculty returning to full-time academic faculty status from an administrative position will be subject to the Post-Tenure review policy in the fifth year after returning to full-time academic faculty status unless the faculty member is progressing to promotion in rank.]**

Other Changes

1.3 4.d.3

Post-Tenure Review of the VPAA shall be administered by the appropriate academic department in compliance with Section 4.6 of the Faculty Handbook.

The VPAA is exempt from the Post-Tenure review process in lieu of the performance evaluation conducted by the President as specified by the Faculty Handbook.

23 5.j

Post-Tenure Review of the Dean shall be administered by the appropriate academic department in compliance with Section 4.6 of the Faculty Handbook.

A Dean is exempt from the Post-Tenure review process in lieu of the performance evaluation conducted by the VPAA as specified by the Faculty Handbook.

Motion to approve language made by Doug, seconded by Abdulhamid. Motion approved.

5. Religious Holidays for Faculty

Committee decided that no further changes to the religious holiday policy are necessary at this time.

6. Proposed Elections Committee

The issue is being taken up by Rules Committee

7. Other Business

May need to consider the use of Zoom in terms of number of students and pay and faculty pay in general. Edris will encourage the examination of faculty pay equity within departments with the VPAA.

8. Doodle Poll for Next Meeting

9. Adjourn

Edris Montalvo adjourned the meeting at 2:28pm.