

Minutes
Faculty Affairs Committee Meeting
January 26, 2010; 3:00 pm
1270 FAB

Present: A. Acsadi, S. Calkins (Administration liaison), W. Crossland, E. Golebiowska (AAUP-AFT liaison), P. Jarosz, D. O'Mara (Student Senate liaison), K. Padmanabhan, R. Parnell, E. Puscheck, M. Sengstock (Policy Committee liaison).

Absent with notice: J. Mateika, R. Yamazaki

Absent: M. Horn, F. Florkowski, S. Putatunda.

Agenda

1. *Call to order*

The meeting was called to order at 3:10 pm.

2. *Approval of minutes of 12/15/2009 meeting*

Approved.

3. *Draft of merit salary review recommendations*

Prof. Golebiowska (AAUP/AFT liaison) spoke to a senior AAUP/AFT official regarding the merit salary review issue brought to the FAC by Prof. Mateika. The union's opinion was that there was little likelihood of feedback from the salary committees that were not already providing it. As long as the salary committees were elected according to the contract, the union believes the committees have discretion regarding how they handle their duties. Furthermore, the union said that the way to ensure an appeal process in the merit salary review would be to negotiate the issue during contract bargaining. This seems unlikely because there is no significant money available for merit salary increases in the next few years. The FAC then considered a draft of a recommendation to the Senate President for 1) Electronic submission of data for merit salary review at all levels to reduce the likelihood of data loss, 2) designation of a spokesperson for each salary committee level, 3) providing individual faculty their own scores given by the departmental/unit and college level committees to people submitting merit salary data, and 4) providing an opportunity for the faculty to appeal to the salary committee if the faculty member thought an error had been made in assigning the scores. After some discussion and modification of the language in the draft recommendation, Prof. Padmanabhan moved that the recommendation be forwarded to the Senate President. However there was no support for the motion and therefore the recommendation will not be forwarded.

4. *Possible joint meeting with Facilities Support Services and Technology Committee (FSST) regarding Blackboard performance*

Several members of the FAC said they would be able to attend the FSST meeting on Wednesday, February 17, at 2 pm in 5925 Woodward (CIT) building [room 292]. The FAC will meet jointly with the FSST committee at that time.

5. *SET interpretation guidelines based on prior student interest in course*

Professor Golebiowska spoke with senior AAUP/AFT officials regarding the reason that recommendations 16 & 17 in the 1995 Academic Senate Student Evaluation of Teaching (ASSET) report were not implemented in the SET. The union responded that the recommendations should be dealt with by the 2N SET committee as established in the University/AAUP/AFT contract, however, the 2N SET committee had considered but did not adopt the recommendations several years ago. In addition, the Chair reported that a member of the Testing and Evaluation Office also said that the 2N SET committee discussed recommendations 16 & 17 at one time but that committee has not met in several years. Recommendations 16 & 17 of the ASSET report are currently under examination by the Curriculum and Instruction Committee. The FAC will wait to see what the C&I committee decides about this matter.

6. *Mentoring – Liz Puscheck/Agnes Acsadi*

Professors Puscheck and Acsadi passed out two pages: one page of notes on a teleconference in which they discussed their thoughts on mentoring, the other a detailed agenda for carrying out a survey on mentoring. These documents formed the basis of their discussion at today's meeting. Prof. Puscheck noted that there is a great variation in the amount of mentoring across the campus as well as in the understanding of what mentoring is, what it can do for faculty, how to go about it and in administrative attitudes toward it. Profs. Puscheck and Acsadi suggested surveying the current status of and perceptions of mentoring among faculty and administrators. The FAC discussed some of the problems in construction of a mentoring survey and offered general suggestions on how it might be structured. Prof. Golebiowska, who is knowledgeable about survey construction, offered assistance. Professors Puscheck and Acsadi said they would provide the FAC a draft of the survey at our March 23, 2010 meeting. Although Professors Puscheck and Acsadi thought they could not accomplish all the five points on their agenda this year, they hoped to carry out the survey and start analyzing the data this year and leave the completion of the project to the 2010-2011 FAC.

7. *Smoking survey report draft*

The committee discussed the draft of the smoking survey report circulated by Prof. Woodyard on January 15, 2010. The survey arose from a faculty member's request that the Senate implement a smoke-free campus policy. The FAC noted that our committee was not acknowledged as one of the authors of the report and that no mention was made in the "Background" section of the draft report of the previous considerations of a smoke-free campus proposal and the FAC's adamant opposition to it. A question was brought up as to whether there is a bill before the Michigan legislature that would ban smoking indoors and outdoors in all public places, which would make any smoke-free campus proposal irrelevant [the Chair is looking into this question but so far there does not appear to be such a bill]. Prof. Puscheck moved that a paragraph submitted by the Chair outlining the FAC's opposition to the smoke-free campus proposal be included in the smoking

survey report (motion passed). The Chair said the FAC's editorial changes would be passed on to Prof. Woodyard.

8. *Other business*

None.

9. *Next meeting: Tuesday, February 16, 2010; 3:00 pm.*

[Tuesday, March 23, at 3:00 pm was suggested as a date for the March FAC meeting.]

10. *Adjourn.*

Meeting adjourned at 4:12 pm