

Faculty Affairs Committee Meeting
March 6, 2024 at 11:30 a.m.

Attendees: Heather Abraham, Erin Comartin, Veronica Fahmi, renée c. hoogland, Kristen Kaszeta, Georgia Michalopoulou, Tamme Quinn Grzebyk, Karin Tarpenning

Guest: Boris Baltés

- Approval of the last month's minutes last month
- Appointment of VP enrollment management.
 - ◆ Group agreed we want to meet with that person
 - ◆ Background: Policy committee interviewed 2 candidates. Once VP enrollment has been appointed, we will face increased enrollment.
 - ◆ Retention is in our purview; we need to signal that faculty are overburdened. Increasing enrollment could be a bad idea.
 - ◆ Need to push for more advisors.
 - ◇ Advisors are 300 to 1 in engineering and education, 1000+ to 1 in the business school.
- Confirm what Union has on agenda – what is missing?
 - ◆ Cost of living, promotion, student emergency housing, flexible work arrangements
 - ◆ Problem: Generally little attention to faculty success. We need to do more work with increase in students.
- Also need to redo merit.
 - ◆ maybe there's across the board for cost of living,
 - ◆ Have a separate poll for equity and TRUE merit.
 - ◆ Perhaps do once every 3 years if it's cumbersome. – for merit
 - ◆ Cost of living – every year.
- Takes too much time to write a 3-year look back not worth it?
 - ◆ Universities have a rubric. Service, teaching – how?
 - ◆ Social work and Business School have rubrics for Service, Teaching and Research (share best practices?)
 - ◆ Need more mentoring for poor performing
 - ◆ Bonuses are provided at some schools. Some goes to base pay (i.e. Bowling green)
 - ◆ Classroom sizes differ based on accreditation requirements; equitable?
 - ◆ Workload reductions – merit process needs to be reduced
- SET questions need to be rewritten. Some of them can easily be misinterpreted.
 - ◆ Some have no bearing on whether the student made efforts
 - ◆ Need a professional writer
- Selective Salary and DEI metrics
 - ◆ DEI brings another layer onto promotion and tenure.
 - ◆ Workload creep adding DEI to selective salary.

- Boris Discussion about SET
 - ◆ Biggest complaints were the 3 items that didn't actually assess.
 - ◆ There are 2 items about interest level. – if you correlate with 3 evaluative items, they're highly correlated.
 - ◆ SET Committee talked about whether we should go away from SET all together.
 - ◇ Peer review of teaching is an option, but that's not good. Only small institutions do that.
 - ◆ There is a bias against people of color. Changed instructions based on research in Maryland that used these instructions to reduce biases.
 - ◇ Need to identify the bias in experimental design to figure out how to remove them.
 - ◆ There are already two student senate members on the SET Committee.
 - ◆ Ideas that came up
 - ◇ Make it shorter was an idea. It's a long form.
 - ◇ Determine how we can use the information we receive from SETs?
 - ◆ SET Committee discussed how to get more participation: Incentive idea: raffles, everyone who fills out, 100 students get prize.
 - ◇ To move forward, we need AAUP to agree these are the new items we want to use – needs to come up with next negotiations
 - ◆ If we have other suggestions, can't just implement them
 - ◆ It is too late to make recommendations, but if FAC, wants to provide feedback, we can do so.
 - ◇ Send our suggestions to Provost, copy Boris.
 - ◇ Could this be a better 2N design. Perhaps asking all faculty through a survey.

Next Faculty Affairs Committee meeting scheduled for Wednesday, April 3 from 11:30 a.m. - 1:00 p.m. in 4339 FAB.

Minutes recorded by Tamme Quinn Grzebyk