

Faculty Affairs Committee
December 11, 2013

Present: Abhijit Biswas, Mary Sengstock, Ellen Tisdale, Deborah Walker, Linda Beale, John Vander Weg

Guest: Kelley Skillin

Absent: Elizabeth Puscheck, Lobelia Samavati, Beena Sood, Derek Wildman, Delores Dungee-Anderson

Absent with notice: Poonam Arya, Renee Hoogland, Brad Roth, Ewa Golebiowska

Meeting started at 1:07

Approval of Minutes

- Deborah Walker: "Tenure Factor" on the last page is missing an 's'
- John Vander Weg should be marked "Absent with notice"

Discussion Regarding Faculty Mentoring Survey

- Survey was conducted 2 years ago
- Kelley Skillin, Elizabeth Puscheck worked on the survey with the Center for Urban Studies
- Survey asked participants if they were being mentored "right now", if they liked the mentoring they received/were receiving, if they would like to see more mentoring and what type of mentoring they would like to see.
- Survey found that a number of faculty members would like more mentoring and the number is higher among people of color than among whites.
- For those receiving mentoring, they generally liked the mentoring they were receiving.
- Only 34% of women reported receiving mentoring and 23% of men...
- John Vander Weg: What was the response rate?
 - Survey was sent to faculty listserv, which includes the GTAs, Part time and Full time faculty.
 - Self identification didn't work because they didn't all answer that question
 - A key problem with the survey was the inability to differentiate between the different groups of faculty
 - 518 responded
 - Committee members estimated that the survey went out to about 2,000 people
- Abhijit Biswas: How are we defining "mentoring?"
- Deborah Walker: Did you define mentoring on the survey for the members?
 - Kelley Skillin: Do not remember if it was defined or not
 - Center for Urban Studies developed the study and ran it

- Mary Sengstock:
 - Committee wanted survey to focus on mentoring for pre-tenured faculty but also on ongoing mentoring for people at later stages.
 - How do you connect people with mentors?
 - Some people need more than one mentor for different aspects such as getting published, promotion and tenure, etc.
 - Complaints from young faculty who had been “adopted” by a mentor and ended up doing the mentor’s work.
- Kelley Skillin: There were open text boxes asking what they wanted to see/get out of a mentor, what was important for a mentor to do, who should be responsible for mentoring within the university and if you were not satisfied with mentoring what would you like to see done.
- Mary Sengstock: Some people were also concerned about who was mentoring the mentors.
- Kelley Skillin: Specific questions were harder to address in survey format.
- Abhijit Biswas: What responses stood out from the results?
 - Kelley Skillin: The top 5 answers for what people would like to see were - 1. Tenure Workshops 2. Someone to help them find a mentor based on common interests 3. Assigning mentors in departments 4. Regular informal faculty receptions 5. Mentor workshops
- Deborah Walker: What happened after we got the results of this study? Was any action taken?
 - Kelley Skillin: Hiring plans are now required to include a mentoring plan.
 - John Vander Weg: Tenure-track hiring plans are required to include mentoring plan before the hire is approved. This includes identification of a primary mentor, description of mentoring activities that will take place, and great detail. Faculty member then receives a copy of the mentoring plan with their appointment package.
- Abhijit Biswas: What if mentors want to do informal mentoring without completing paperwork?
- John Vander Weg: More input from FAC is needed.
- Mary Sengstock: How should we reward mentors?
- Abhijit Biswas: Is having mentors creating a division within the faculty in that new faculty might hesitate to associate with anyone but their mentor?
- Kelley Skillin: The survey did talk about multiple mentors.
- Ellen Tisdale: Pharmacology department, and maybe the College of Medicine, has mentoring committees for assistant professors. Committee meets with them every couple of months.
- Ellen Tisdale: There’s also a faculty liaison who meets with the dean of faculty and reports how the assistant professors are doing with their mentoring committee.
- Linda Beale: Would it be possible to get a copy of the survey?

- Kelley Skillin will forward a copy of the survey and the result to Tahrima, the student assistant for Academic Senate, who will forward it to the rest of the committee.
- Ellen Tisdale: What about the mentoring that is in the new AAUP-AFT contract?
- John Vander Weg: That's a different issue entirely.
- Linda Beale: Should we plan to do a follow up to the survey?
- John Vander Weg: Yes, result is dated.
- Abhijit Biswas: We should re-do the instrument.
- Linda Beale: Isn't there a listserv within the Provost office that distinguishes between tenured and tenure-track faculty?
 - Kelley Skillin: The problem is that there are many people at Wayne State who have multiple classifications.
 - Abhijit Biswas: What if we just exclude the GTAs and PhD students?
 - Kelley Skillin: GTAs may be coded as faculty in the summer. It changes from semester to semester.
- Abhijit Biswas: Who are most likely to be assigned as mentors? We should focus the survey on them.
- Deborah Walker: In nursing, there's a difference between clinical faculty and tenure track faculty.
 - John Vander Weg: We have asked that new clinical faculty have hiring plans but because they are not tenure track, we don't review their appointment.
- Abhijit Biswas: Is the mentoring process uniform across various schools and colleges? Maybe we should survey within departments....
- John Vander Weg: More than willing to ask Provost to address some sort of annual reporting to the deans and counsel of deans to get their feedback. If you have thoughts on what might be contained in that report, other than some evaluation of effectiveness, areas of improvement/strengths, I would be happy to hear them.

Discussion Regarding Tenure Factors

- John Vander Weg passed around results of the searches.
- John Vander Weg: It is a mixed bag of results. Most of departments have written factors statements like they are supposed to. A number may be outdated which means we need to go back through the deans and associate deans and say here's what we found in our records and if your factors are more than 5 years old, they need to be reviewed and revised if necessary.
- General statement: Collective bargaining statement calls for college and/or department factors, but does not require both.
- Linda Beale: What does N/A mean?
 - Not available or not applicable
- Deborah Walker: Nursing was told that clinical faculty for promotions don't need to go forward to central campus.

- Linda Beale: Issue was discussed in Policy Committee and they do need to go to central campus.
- Linda Beale: Are the factors up on the departments' website?
- John Vander Weg: They are on some websites but they might be password protected.
- Linda Beale: It should be made public. Provost's office should tell the dean that that is a problem
- John Vander Weg said he will bring it up.
- Abhijit Biswas: Are there schools and departments that specify numbers and levels for publications?
- John Vander Weg: Not aware of any that have hard and fast numbers.

Update on Online Education

- Abhijit Biswas read an email from Ahmad Ezzeddine regarding 2N Online Education Committee.
- That email noted that the committee was not in place - yet.
- This email was forwarded to the FAC members.

New Business

- What needs to be covered in the next meeting.
- FAC still doesn't have a student liaison.
- Peer Evaluation of Teaching
 - John Vander Weg: 2N committee will be established to work on the PET. Generally agreed that this is a more complex issue and committee should take the time to develop it instead of rushing to put something in place that might not be a good process.
 - Linda Beale: 2N committee could still take input from other groups. Maybe this committee could think about what they think is important and write up a document to the faculty representatives.
- Deborah Walker will be on sabbatical next semester.
- Next meeting is on January 21st at 12:30 p.m.

Respectfully submitted,

Abhijit Biswas
Chair