

Faculty Affairs Committee
Academic Senate

Minutes, 4/9/13

Present: Jennifer Sheridan Moss, Chair, Mary Cooney, Kypros Markou, Heather Dillaway, Debra Patterson, Ewa Golebiowska, AAUP-AFT Liaison; James Sondheimer, Ronald Thomas

Absent with Notice: Elizabeth Puscheck, Anca Vlasopolos, Policy Committee Liaison; Mary Sengstock, Margaret Winters, Administrative Liaison; Delores Dungee-Anderson, Graduate Council Liaison

Absent: Jennifer Beebe-Dimmer, Beena Sood, Kate Beson, Student Senate Liaison

1. The meeting was called to order at 12:00 PM.
2. Minutes of the meeting from 2/19/13 were approved.
3. Ongoing discussion of faculty mentoring

Moss presented an analysis of faculty retention data provided by the Provost's office (see attachment). The data included tenure-track hires from 2002 and 2003 who are still employed at WSU, and some, but not all, who are not still employed (this data is more difficult to access). Of the 44+ people hired in those two years, 12+ (27+%) left the university before earning tenure. Among the troubling finds in the data:

- 80% of the hires were male
- There were no African-Americans hired
- Half of those who left before earning tenure were in the School of Medicine and therefore had start-up packages; at least 5 of the 6 are currently tenured elsewhere, which implies that they left WSU for other positions

Discuss that followed focused on these subjects:

- Hiring tenured faculty: some committee members questioned whether hiring senior faculty was ever a good idea when so many of them seem to leave WSU.
- Hiring tenure-track faculty on a short tenure clock: members discussed the process by which people are tenured in fewer than six years (approximately one-quarter of the faculty in the above group were tenured early). Members agreed that there is no centralized or standardized process for determining early tenure: some negotiate this before being hired, others not, and there does not appear to be supervision of the chairs who make the decision. There is also a lot of WSU folklore on the subject. The committee agreed that a

standardized process could be created that would introduce fairness into such hires.

- The role of department chairs: As in earlier discussions, we considered how vital the role of chair is in faculty success. We all feel that chairs are inadequately trained and that they should be reviewed in a meaningful (rather than perfunctory) way that considers the success of their faculty.

The committee agreed to meet on Tuesday, May 9, to write its final report for the year.

The meeting was adjourned at 1:00 PM.

Respectfully Submitted,

Jennifer Sheridan Moss,
Chair

Faculty Retention Statistics (tenure-track hires, 2002 & 2003)
Given to the Faculty Affairs Committee – April 9, 2013

Number hired: 44+ (some data missing)

Gender: Female: 9 (20%)
Male: 35 (80%)

Race: White: 25
Asian: 14
Latino: 2
unknown: 3

College: SOM: 10
Engineering: 8
Law: 3
CLAS: 17
CFPCA: 2
Nursing: 2
Social Work: 1
Library: 1

Time to tenure: less than six years: 12
six years: 11
seven years: 8
more than seven years: 1
not tenured: 12+

Those not tenured:
total: 27+
Male: 9; Female: 3
White: 5; Asian 4; unknown 3
SOM: 6; CLAS: 2; CFPCA 2; Nursing: 1; Library: 1

Current Status: tenured elsewhere: 5
tenure-track elsewhere: 1
non tenured, in academia: 2
unknown: 4