

Faculty Affairs Committee  
March 18, 2014

Present: Abhijit Biswas, Poonam Arya, Ewa Golebiowska, Beena Sood, Elizabeth Puscheck, Linda Beale, renee hoogland, John Vander Weg,

Absent: Derek Wildman, Judith Floyd

Absent with notice: Lobelia Samavati, Sherylyn Briller, Ellen Tisdale, Mary Sengstock, Delores Dungee-Anderson

**There was no quorum when the meeting started at 1:35.**

Approval of Minutes: Postponed for next meeting

**Since there was no quorum, the attendees discussed the following issues:**

**1. Annual Merit Evaluations**

The committee expressed concerns regarding annual evaluation committees (salary committees) focusing on teaching evaluations for only one year for merit raise purposes. The committee discussed whether it was permissible to consider three years of teaching evaluations, as was done in the past. (It was noted that College of Education was considering a three year review period.) The committee noted that salary committees can review additional years as they find appropriate within established norms.

It was also noted that 3 members of the departmental (or unit) P&T Committee had to be on the departmental salary committee. The Committee noted that the Salary Committee members are elected.

**2. Peer Evaluation of Teaching**

Vander Weg mentioned that the 2N committee for peer evaluation of teaching is now in place. AAUP has named Bob Arking and Rita Casey as members of the committee. The administration has selected Joe Hummer and Gwen Gorzelsky to be members of the committee. Vander Weg will convene the committee and Matt Ouellett will provide staff support.

**3. Forum on Retirement**

Puscheck suggested that the FAC should organize a forum on retirement in fall 2014. Beale will contact Anca Vlasopolos and Puscheck will contact M. Subramanian (recent retirees) and request them to participate in the forum. Biswas will contact Brett Green in Total Compensation and Wellness and invite him to participate in the program. Also, Biswas will reach out to the TIAA and Fidelity representatives through Brett Green. Vander Weg will help with organizing the forum.

#### 4. Emeritus Professorship

Vander Weg noted that emeritus professorships are granted upon departmental/dean's approval. Beale observed that emeritus professorships should be "automatic". Vander Weg noted that he will find out more about the rules regarding emeritus status.

#### 5. Topics for Next Meeting

Retirement Forum  
Mentorship Survey

Meeting was adjourned at 3:00.

Respectfully submitted,

Abhijit Biswas  
Chair