

Faculty Affairs Committee  
April 29, 2015

Present: Abhijit Biswas, Poonam Arya, renee hoogland, Deborah Walker, Linda Beale, John Vander Weg, Andrew Fribley, Ellen Tisdale

Absent with Notice: Zhengqing Hu, Heather Dillaway, Elizabeth Puscheck

Absent: Elizabeth Lanni, Dolores Dungee-Anderson

**The meeting was called to order at 3:10**

Approval of Minutes of March 11, 2015 meeting (Walker, Beale): Unanimous

**Discussion on 2N Online Education Committee:**

Vander Weg reported that the 2N Online Education Committee was formed on April 27, 2015. The Committee members are .....

**AAUP-appointed members:**

Charlie Parrish, co-chair, CLAS  
Veronica Bielat, Libraries  
John Heinrichs, Business  
Pramod Khosla, CLAS

**Administration-appointed members:**

Ahmad Ezzeddine, co-chair, Academic Affairs  
Stephen Bajjaly, Libraries  
Matt Ouellett, OTL  
Joseph Sawasky, C&IT

**Discussion on Faculty Mentoring:**

Vander Weg reported that a graduate student was hired to create a survey to get feedback from the recently tenured faculty. Unfortunately, the funding ran out. This survey will be developed by this summer and will be sent out to (approximately) 70 (newly tenured) faculty members.

Beale requested a review of this survey by the FAC.

Beale also raised the issue of Provost's Fellows Program (PFP) in the context of faculty mentoring and hoogland suggested that PFP be included in the FAC agenda for the 2015-2016 year.

The FAC (again) expressed concerns that the PFP was not shared with the FAC prior to the program being announced to the university community.

**Discussion Regarding Peer Evaluation of Teaching (PET):**

Vander Weg reported that the departments were supposed to submit their initial drafts on PET plan by March 1, 2015. According to a list shared by Vander Weg (with the FAC), out of the 45 departments on the list, 18 departments have submitted the initial draft of their PET plan.

hoogland expressed concern about the gradual roll out of the PET program across departments, and that PET could be used for merit evaluations.

Motion (hoogland): Propose that implementation of the peer evaluation system will be postponed till all the departments have submitted a draft of their PET plan. (Second: Fribley)

Discussion:

Beale asked how we could get the departments to complete their PET plans.

hoogland noted that the key issue is implementing the plan separately over time.

Vander Weg mentioned that he will talk about this at the Deans' Council.

Motion passed 6-0-0 (unanimous).

In additional discussions regarding PET (again) concerns were expressed by hoogland, Arya, and Biswas regarding how PET will be used ..... whether it will be used for feedback purposes or for merit raises, and how omissions (since faculty members can choose to report PET in their "merit packet") are going to be perceived.

Finally, the FAC agreed that the PET plan should be an outcome of a faculty driven process.

**Discussion on Promotion and Tenure Factors:**

It was noted that P&T Factors are available/accessible to faculty members in nearly all units.

Beale noted that it might be a good idea for the Provost's website to list the P&T factors, and that she would discuss this issue in the Policy Committee.

Move to adjourn (hoogland, Walker): Meeting was adjourned at 4:20.

Respectfully submitted,

Abhijit Biswas, Chair