

Faculty Affairs Committee
November 12, 2014 (Revised)

Present: Abhijit Biswas, Heather Dillaway, John Vander Weg, Poonam Arya, Andrew Fribley, Zhengqing Hu, Deborah Walker, Elizabeth Puscheck, renee hoogland, Ellen Tisdale, Elizabeth Lanni

Absent: None

Absent with Notice: Linda Beale

The meeting was called to order at 1:04.

Approval of Minutes of April 22, 2014 meeting (Arya, hoogland): Unanimous

Discussion of the “Minutes” of October 9, 2014:

1. Exclude Retirement presentation (contact TIAA, Fidelity reps., WSU benefits office) from the 2014-2015 agenda because of the current retirement options/packages being provided by the university (hoogland; Fribley): Passes unanimously
2. Status of 2N Online Education Committee (Contacts Ahmad Ezzeddine, Matt Ouellett): To be discussed in Winter 2015. Also, the committee requested to include Matt Ouellett in the minutes. Matt Ouellett’s email address is: MathewO@wayne.edu
3. Faculty Mentoring. A survey will be developed by John Vander Weg and Margaret Winters and sent to the Deans. The objective is to find out from newly promoted Associate Professors (in the last two years) about the benefits of mentorship. Dillaway noted that we might consider surveying faculty who did not make tenure. Vander Weg will speak with Margaret Winters about this.
4. Tenure Factors (contact John Vander Weg, Margaret Winters): The contract requires that each unit (department OR colleges) must have appropriate tenure factors. Many departments do not have these (especially in the medical school) and in others these are not accurate. Which departments do not have tenure factors and which departments have not posted these on web page?

John Vander Weg will present a report in December.

Hoogland asked if it would be a good idea to have tenure factors at the department level. Vander Weg noted that there are “non-departmentalized” colleges. Vander Weg also noted that identification of the tenure factors should be a faculty driven process and approved by the college dean. In

addition, Vander Weg noted that the “tenure factors” are guidelines, and not standards.

5. Peer Evaluation of Teaching (PET) (Contact John Vander Weg, Margaret Winters). Review the report from the committee. Make recommendations for changes if needed.

Lengthy discussion ensued regarding Peer Evaluation of Teaching. The 2N Committee’s report has been approved by the Policy Committee of the Academic Senate and Provost Winters has emailed the report to the Deans and the Department Chairs.

hoogland asked about one’s “right to refusal” regarding PET, whether we could see the report, and if there were any template that departments/ colleges could use to conduct PET. Vander Weg said that any “rights to refusal” issue had to be discussed with the AAUP, that we could see the report, and that there are links in the report to various institutions’ means of conducting PET. Vander Weg also added that OTL will be happy to help with the PET process.

Dillaway asked if (Full) Professors would be reviewed. Vander Weg noted that the contract does not specify any exclusions. The contract notes that PET ought to be conducted in the 2nd, 4th, and 10th year of a faculty member. Puscheck noted that after 10 years, the department needs to figure out what to do about PET.

Fribley asked if evaluations will go only to the instructor, or also to the department head. Vander Weg noted that the evaluation will go only to the instructor.

It was also mentioned during the meeting that this evaluation is not required to be submitted for merit/salary raises or for promotion and tenure. However, the instructor may choose to submit her/his evaluations (if they were good) to any merit/salary and/or P&T committee. Concern was expressed that someone will be perceived as performing poorly in the classroom if she/he chooses not to submit the PET document.

Finally, Hu asked about medical school teaching evaluations. In particular, how teaching in the laboratory will be evaluated.

6. Selective Salary Increase Update:
On November 11, 2014 the AAUP approved a letter of agreement that changes the “window” of teaching evaluation to 3 years to make it consistent with the “window” of evaluation for research and service.

The next FAC meeting was scheduled for Wednesday, December 10 at 3:00 p.m.

Meeting was adjourned at 1:55.

Respectfully submitted,

Abhijit Biswas
Chair