

FACULTY SENATE MINUTES
March 27, 2018

IN ATTENDANCE:

Monty Abbas, Alan Abrams, Masoud Agah, Biko Agozino, Diane Agud, Robin Allnut, Richard Ashley, Osman Balci, Jacob Barney, Bonnie Billingsley, Michael Borowski, Carlyle Brewster, Bryan Brown, Tanyel Bulbul, James Campbell, Alan Esker, John Ferris, William Galloway, Ellen Gilliland, Tracy Gilmore, Nicolin Girmes-Grieco, James Hawdon, Bob Hicok, Eric Kaufman, Bettina Koch, Roberto Leon, Zachary Mackey, Shelley Martin, Margarita McGrath, Cayce Myers, Philip Olson, Marie Paretti, Anita Puckett, Ford Ramsey, Susanna Rinehart, Hans Robinson, Todd Schenk, Brett Shadle, Richard Shryock, Manisha Singal, Stephen Smith, Ryan Speer, Jim Spotila, Divya Srinivasan, Cornel Sultan, David Tegarden, Jim Tokuhisa, Diego Troya, Bruce Vogelaar, and Layne Watson. (50 senators).

ABSENT:

Mehdi Ahmadian, Gregory Amacher, Susan Anderson, Arthur Ball, Robert Bush, Virgilio Centeno, Stefan Duma, Joseph Gabbard, LuAnn Gaskill, Sierra Guynn, Roger Harris, Kathy Hosig, Sara Jordan, Bradley Klein, Chang Lu, Mike Nappier, Sean O'Keefe, Doug Patterson, David Radcliffe, John Richey, Tina Savla, Gary Skaggs, Eric Smith, Dean Stauffer, Benjamin Tracy, Kelly Trogdon, Dwight Viehland, and Ryan Zimmerman. (28 senators).

1) Agenda

The agenda was unanimously approved.

2) Minutes

The minutes were unanimously approved.

3) Q & A with President Sands and Provost Clarke

President Sands and Provost Clarke came to discuss the topic of "Metrics and Academic Success."

While this wide-ranging discussion touched on many topics and problems -- use of the H-index and M-index; gender and racial bias in SPOT scores; the greater value of exit interviews compared to SPOT scores; the need for pairing qualitative with quantitative metrics; the insights and recommendations of the "Leiden Manifesto on research metrics" (<https://www.nature.com/news/bibliometrics-the-leiden-manifesto-for-research-metrics-1.17351>), to name some – three issues stood out as presenting opportunities for Faculty Senate action, as well as cooperation between the faculty and administration.

1) To a question about whether the administration monitors the efficiency and functionality of common services faculty use, such as Canvas and the Institutional Review Board (IRB), Provost Clarke replied that it varies by application and that he would rather spend money on faculty development than continual monitoring of these services. Faculty Senate, he added, could help in balancing these resource decisions by prioritizing what we would like the administration to act on.

2) A senator asked President Sands if the cost of faculty time is considered in some decisions about how to capture and use data. For example, has there been a cost/benefit analysis of EFARs? The president said we should be looking at these issues quantitatively, comparing the cost of time spent to the benefits accrued.

3) When a senator stated that he believed faculty should have the right to recommend how we are evaluated, Provost Clarke encouraged Faculty Senate to engage in that discussion, adding that when it comes to standards for evaluating teaching, Faculty Senate “is a great body to come up with recommendations on that.”

4) Report on 2017-2018 P & T Cycle

Joe Merola, the Faculty Senate appointee to the University Promotion and Tenure Committee, gave a brief report on the committee’s work this year. After explaining how the committee functions, Joe said Provost Clarke ran the committee in a very professional and efficient manner, and that the process went smoothly.

5) Resolution on Research Faculty

There was a short discussion of “COR 2017-18.C: Resolution to Clarify Language in Faculty Handbook on Removal Processes for Research Faculty Members.” The proposed addition (in italics) to the following paragraph from section “6.14.1 Dismissal For Cause” of the handbook raised concern:

At the end of the above period, the faculty supervisor must again write the research faculty member with an evaluation of his/her performance during the interim since the first letter, with copies to the department head and college dean or equivalent senior-level manager. If performance continues to be unsatisfactory, this second letter may contain a termination notice. The termination notice has an effective date 45 calendar days from the date of the second letter. *In cases where there is a threat to health and safety, the 45-day period may be waived.*

Hans Robinson said that he would question the ambiguity of this language at the 4/2/18 meeting of the University Council, when the resolution will be discussed as part of “new business.”

6) Cabinet Report

Hans Robinson gave updates on two topics of discussion in recent Faculty Senate meetings.

Janell Watson reported that her recent meeting with Rachel Gabriele, Assistant Provost, Faculty Initiatives & Policies, went well. Rachel wants to figure out how to use Academic Analytics effectively, including ways to extend its use to departments. Rachel said that she is in contact with Academic Analytics and that they are asking for input on how to improve their product.

In response to the Faculty Senate’s discussion over the last month of “CGS&P 2017-18A: Resolution to Incorporate an Inclusion and Diversity Education Component into Graduate Education,” Karen DePauw has agreed to create a pilot program for implementation of the resolution’s goals. She will meet with the cabinet on 4/3/18 to discuss this topic.

7) Adjournment

Faculty Senate adjourned at 7:07.