**Committee Name: Faculty affairs policy committee**

**Meeting Date & Time: Friday April 8 , 2022 2:00 p.m.**

**Meeting Location: Zoom Virtual Meeting Room**

**Attendance**:

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| **Members “P” denotes Present, “A” denotes Absent, “R” denotes Regrets** |
| P | Justin Adeyemi (Secretary) | P | Julian Knox |
| P | Guy Biyogmam | R | Christina Smith |
| P | Robert Blumenthal  | P | John Swinton |
| R | Hank Edmondson | P | Sheryl Winn |
| P | Sabrina Hom (Chair) | P | Gennady Rudkevich |
| P | Katie Stumpf (Vice Chair) | P | Nancy Mizelle |
| R | Christopher Clark (Provost Representative) |  |  |
| Guests: Dr. Fruitticher |
|  | *Italicized text denotes information from a previous meeting.* |  |   |
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|  Agenda Topic (Committees should feel free to customize this template to make it as functional for them as possible. Other categories of topics might include Reports, Information Items, Unfinished Business, etc.) | Discussions & Conclusions  | Action or Recommendations | Follow-Up{including dates/responsible person, status (pending, ongoing, completed)} |
| **I. Call to order** | * Meeting called to order at 2:00pm. The meeting was hosted by Sabrina Hom via Zoom.
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| **II. Approval of Agenda** |  |  |  |
| **III. Approval of Minutes** | * Previous minutes. We do not have the meeting minutes for Mar 4, and agreed to vote over email on the Mar 4 and 11 minutes.
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| **IV. Old Business/Review of****Actions/Recommendations** |  |  |  |
| **1.** Policy Revision Documents |  |  |  |
|  | * Dr. Roberts gave a report on last-minute revisions to the policy revision documents.
 | * The committee voted to advance a motion recommending that Senate pass the revised policy documents.
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| **2.** Faculty Salary Study | * Dr. Fruitticher visited to discuss the Faculty Salary Study, which was originally intended to be updated annually by the office of the VP-Finance. He explained that he did not plan to do so for three reasons:
	+ Prefers to hire contractors because his office does not have the expertise or resources
	+ Timing: does not want to update annually, given the costs of time/money ($150k+), and also because he feels that a salary study should be backed up with resources to address disparities. He does not expect to have resources for this in the near future due to budget cuts.
	+ Equity: feels that faculty and staff salary studies should be done on the same timetable.
	+ Dr. Swinton argued that the faculty salary study is easily replicated in-house and was of a higher quality than other salary studies by outside contractors (we had at least one expensive, failed staff salary study around the time of the faculty salary study).
	+ Dr. Blumenthal raised concerns as to the difficulty of the study and whether we will always have people in place to perform it.
	+ Dr. Clark suggested that Dr. Fruitticher review the recent faculty and staff salary studies to see if the outsourced study is sufficiently better than the in-house one to justify the added costs.
	+ Dr. Hom emphasized that the faculty would like to see regular salary studies to ensure that inequities are recognized and addressed promptly.
	+ Dr. Fruitticher agreed to read the past faculty salary study and to sit down with Dr. Swinton to go over the process for updating it and to discuss any concerns with the study itself.
 | * We will follow up next year to learn about how this discussion goes and to keep track of plans for future salary studies.
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| **3.** Assessment of Teaching Effectiveness | * Dr. Blumenthal collected an impressive amount of information on the evaluation practices used in various departments.
* Dr. Swinton observed that there is enough variation to allow for research on which practices are most effective, and suggested that chairs could be surveyed on whether they are satisfied with the data they’re getting and feel that it allows them to improve teaching in their departments.
* Dr. Hom said that the variety of thoughtful approaches made her reluctant to impose universal guidelines.
* Dr. Stumpf expressed dismay that some departments rely only on SRIS, or on SRIS and other student surveys.
 | * Research most effective assessment measures, perhaps by Jim Berger with support from a FAPC subcommittee.
* This would not be a policy issue, but a means of supporting chairs in their work.
* Dr. Edmonson expressed interest in finding ways to improve response rates across the board.
* Dr. Blumenthal pointed out that, while we have to use a survey, it doesn’t have to be this survey.
* We could use a simple 10-question “student satisfaction” survey instead, for example.
* Dr. Hom expressed curiosity as to how such a change would be made (presumably, not unilaterally by Senate) and whether it would pass, since it is a common suggestion.
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| **V. New Business**Actions/Recommendations |  |  |  |
| VI. Next Meeting | * Final Meeting of Academic Year
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| VII. Adjournment | Meeting adjourned  |  |  |

**Distribution (as determined in committee operating procedure – one possibility given):**

First; To Committee Membership for Review

Second: Posted to the Minutes Website

**Approved by:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

 Committee Chairperson (Including this Approval by chair at committee discretion)

**Guidance**

**Committee Name: Faculty affairs policy committee**

**Committee Officers: Sabrina hom, Katie Stumpf, Justin Adeyemi**

**Academic Year: 2020-2021**

**Aggregate Member Attendance at Committee Meetings for the Academic Year:**

**“P” denotes Present, “A” denotes Absent, “R” denotes Regrets**

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| Meeting Dates | 9/3/21 | 10/1/21 |  |  |  |  |  |  |  |
| Justin Adeyemi | P | P |  |  |  |  |  |  |  |
| Guy Biyogmam | P | P |  |  |  |  |  |  |  |
| Robert Blumenthal  | P | P |  |  |  |  |  |  |  |
| Hank Edmondson | P | P |  |  |  |  |  |  |  |
| Sabrina Hom | P | P |  |  |  |  |  |  |  |
| Katie Stumpf | P | P |  |  |  |  |  |  |  |
| Christopher Clark | P | P |  |  |  |  |  |  |  |
| Hank Edmondson | P | P |  |  |  |  |  |  |  |
| Julian Knox | P | A |  |  |  |  |  |  |  |
| Christina Smith | P | P |  |  |  |  |  |  |  |
| Jessie Folk | P | P |  |  |  |  |  |  |  |
| Sheryl Winn | P | P |  |  |  |  |  |  |  |
| Gennady Rudkevich | P | P |  |  |  |  |  |  |  |
| Nancy Mizelle | P | P |  |  |  |  |  |  |  |

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CHAIRPERSON SIGNATURE DATE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_-

(Including this Approval by chair at committee discretion)