FACULTY AFFAIRS COMMITTEE MEETING
MINUTES
APRIL 29, 2014

Members Present: John Bagby, Michael Berube, Blannie Bowen, Krishna Jayaker, Kenneth Keiler, Ellen Knodt, Patricia Koch (Chair), Richard Kubina, Gretchen Kuldau, William Lasher, Angela Linse, Salvatore Marsico, Karyn McKinney, Margaret Meloy, Adam Muchmore, Brad Pinter (Vice Chair), Robin Veder


Meeting was called to order by Chair Koch at 8:30 AM.

1. Chair's Report (8:30-8:45)
   a. Review and Approval of Minutes from 3/18/2014: Vote: Minutes accepted unanimously with minor correction.
   b. Report from April 28th Officers and Chairs Meeting: Chair Koch briefly mentioned a few items of general interest from the meeting, including an alert from Benefits that changes in tuition benefits are being considered, including the possibility that dependent (but not partner) benefits will be capped at age 26.

2. Subcommittee Meetings (8:45-9:15): Subcommittees to work to summarize status of committee work and organize recommendations for next year’s committees.

3. Break (9:15-9:30)

4. Full Committee Meeting (9:30-11:00): Updates of status of committee work and recommendations for 2014-2015 Faculty Affairs agenda.

   a. FacDev: FacDev presented for vote the final version of the Guidelines for Review of the Establishment, Reorganization, or Discontinuation of Academic Organizational Units. After brief discussion, the full committee voted: Vote: unanimously approved. The document will be passed on to the Faculty Senate for Senate Council to consider adopting. Chair Koch will ask if CC& R needs to review this revision of the guidelines as well. The subcommittee suggested that next year’s subcommittee might focus on the work that begun on further examining teaching workload policies.

   b. PTAL: PTAL presented for vote the final version of the Recommendations Regarding AD14 Administrative Review: Advisory and Consultative Report. After brief discussion, the full committee voted. Vote: unanimously approved. The document will be sent to the Senate for consideration at the September Faculty Senate meeting.

   c. FRPI: FRPI provided a status update on their consideration of the Protection of Faculty During Budgetary Contractions charge. They reported having examined relevant policies and recent examples in STS at UP and Education at Great Valley. Their conclusion was that the policies in place to address faculty rights during closures appear satisfactory. However, they suggested next year’s subcommittee might examine additional cases,
particularly as they related to unit responses to Core Council recommendations. In addition, it was noted how difficult it is to try to identify and access the relevant documents to examine these issues. Senator Muchmore has collected many relevant documents and has identified a process for doing so that he is going to pass on to the chair to keep for future committees.

**d. Discussion of questions from the General Education Task Force:** The Task Force asked Faculty Affairs to discuss two questions: (1) How can faculty participation and innovation in a revised general education curriculum be incentivized, supported, recognized and rewarded during the faculty annual review, and promotion and tenure process? (2) What would aid faculty to improve teaching in general education, including collaboration across disciplines? Due to time constraints the majority of comments centered on the first question. Faculty expressed a general concern that the University must provide appropriate resources to support changes in General Education, including for campuses where resources may already be thin. It would be difficult to vote in support of changes unless a prior commitment from administration to provide the necessary resources is given. Another concern, related to recent, similar comments on Engaged Scholarship, was that participation in general education should not be required or expected as part of annual faculty review or promotion and tenure procedures. A question was raised as to the justification for special incentives or rewards for the development of general education courses, given the similar burdens (and lack of compensation) for the development of non-general education courses. Thus, teaching overall needs to be better supported, recognized, and rewarded at the university.

The meeting was adjourned at 11:00 AM.

Respectfully submitted,
Brad Pinter