Members Present: John Bagby, Michael Berube, Victor Brunsden, Darlene Clark, Krishna Jayakar, Kenneth Keiler, Patricia Koch (Chair), Richard Kubina, Gretchen Kuldau, William Lasher, Angela Linse, Salvatore Marsico, Margaret Meloy, Adam Muchmore, Ann Ouyang, Brad Pinter (Vice Chair), Timothy Pyatt, Hampton Shirer, Stephen Snyder, Alexandra Staub, Robin Veder

Members Not Present: Kimberly Blockett, Blannie Bowen, Betty Harper, Kathryn Jablokow, Lawrence Kass, Ellen Knodt, Venkataraman Shankar

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

1. Chair's Report (8:30-9:00)

   a. Review and Approval of Minutes from 10/22/2013: Minutes accepted unanimously without correction.

   b. Report from December 9th Officers and Chairs meeting: Chair Koch described a number of items of interest that were raised at the Officers and Chairs meeting. The Benefits committee is quite active. Related to the University’s Take Care of Your Health Initiative, the committee related some preliminary results, including that self-reported tobacco use among faculty and staff is quite low and that a small number of spouses have discontinued University health coverage. They also reported on the discovery of some issues regarding borrowing from TIAA-CREF accounts that will require immediate attention to reduce future loan defaults and reduce costs to all subscribers. Benefits also will be working on issues related to the University’s response to Affordable Care Act requirements. Faculty Affairs may be called upon to consult about faculty rights issues, such as those related to faculty workloads, particularly for part-time faculty. Finally, the Research committee expressed concern regarding a perceived lack of graduate faculty status for faculty on non-UP campuses.

   c. Elimination of HR30 Loyalty Assertion by HR. Chair Koch reported that Human Resources, on advice of University counsel, recently removed the Loyalty Assertion policy so that the recommendations from the Faculty Affairs report did not have to be considered by Faculty Senate.

   d. Update on General Education Task Force from Krishna Jayakar. Jayakar reported that seven subcommittees had been formed and were currently meeting. Jayakar’s subcommittee is discussing the creation of a General Education Faculty. They are broadly considering issues related to status, compensation, and resources. The subcommittee has asked for an open discussion with Faculty Affairs at the January meeting.

2. Presentation and Discussion Regarding the AD-14 Process (9:00-9:45)

   a. Presentation by Lisa Squire, Assistant Vice President for Administration for Commonwealth Campuses: Squire provided a detailed description of the process by
which Chancellors and Associate Deans are evaluated. She emphasized consistency of
the process across campuses as well as the opportunities for faculty input. The
presentation led into a discussion that touched on several issues, including the
availability of review outcomes within the bounds of confidentiality of personnel
decisions and the improvement of the survey by making job descriptions more readily
available. Brunsden suggested codification of the process and distribution across units.

3. Subcommittee Meetings (9:45-10:25): Continued work on the following tasks:

   a. Faculty Development (FacDev): Discussion of subcommittee charges on the issues
      of teaching workload policies (A4), guidelines for unit status/naming changes (B1),
      and tenure flow (C1).

   b. Faculty Rights & Privacy Issues (FRPI): Discussion of subcommittee charge on
      protection of faculty during budgetary contractions (A3; HR 70, 23, & 76; P3 and 6).

   c. Promotion, Tenure, Absenses, & Leaves (PTAL): Discussion of subcommittee
      charges to the issues of administrative communication & transparency: best practices
      for AD-14 (A1), promotion, tenure, & retention: gender & leave of absence issues
      (A5), and engaged scholarship: expectations for standing and fixed-term faculty (A6).

4. Break (10:25-10:30)

5. Full Committee Meeting (10:30-11:00): Reports from subcommittee and full
   committee discussion.

   PTAL report: The subcommittee is working on a 1-2 page document that reflects
   Faculty Affairs input on the subject of Engaged Scholarship (A6). The document
   focuses primarily on faculty evaluation. Of central concern is the integrative potential
   of the definition of engaged scholarship across teaching, research, and service domains,
   as well as the basis for reporting engaged scholarship activities in the tenure dossier.
   Discussion focused on the potential to adapt existing models (e.g., from Michigan
   State) to allow faculty to describe engaged scholarship efforts in one dossier domain,
   but to supplement that description with a new engaged scholarship narrative statement.
   It was also recommended that there not be a separate section or bullet point in the
   dossier and that faculty participation in engaged scholarship activities be the decision
   of each faculty member and not a universal requirement. A draft of the document will
   be sent to the full committee by email for comment in advance of the final version being
   sent to the Senate Office for the January meeting.

   FacDev and FRPI reports: Due to limited time, reports from FacDev and FRPI were
   deferred until the January meeting.

The meeting was adjourned at 11:00 am.

Respectfully submitted,
Brad Pinter