

CALS Faculty Council meeting, 27 March 2017

Present:

Roger Dahlgren, Ed Martin, Jean McLain, Marc Orbach, Ravi Palanivelu, Steve Smith, Patricia Stock, Gayatri Vedantam, Richard Wood, Muluneh Yitayew

1. New Business

- a. Announcements. (See meeting agenda.)
- b. Discussion of draft **POP promotion guidelines for CALS** that were developed by the Bart Cardon Academy for Teaching Excellence (CATE) Fellows and forwarded to the Council by Mike Staten. We discussed the increasing prominence of Professors of Practice in CALS and the need for formal promotion guidelines. Certain members described how expectations for service beyond those within job descriptions were being placed on POPs within their unit. Concern was also expressed that promotion depends on particular types of professional development (i.e., that leading to national or international reputations) but sources for funding this might be lacking. Steve agreed to review the draft guidelines and incorporate suggested changes and questions directed toward the CATE Fellows. [This document](#) will be forwarded to Paul Wilson on 28 Mar with the request that a revised version be sent to the Council for approval. (Note that the PDF will need to be opened outside of the Box window in order to view all comments.)
- c. **Building 90 situation.** Council members provided updates on the health and grant compliance issues related to Building 90. Steve explained his 21 Mar conversation with the Dean that dealt with this topic. Based on the Dean's suggestion, the Council agreed that affected faculty, staff or students should inform the Dean if they have *not* received notification from the University about a response plan before 4 Apr. The Dean agreed that he would send a "letter of frustration" to the appropriate University officials at this time. (Anyone wishing to inform the Dean anonymously may request such by contacting Steve.) The Council agreed that we should forward an [updated version of our 10 Mar Statement of Concern](#) to Provost Comrie. Steve did this on 27 Mar. Questions were raised regarding whether this was a topic that could be handed by the University [Ombuds Program](#). Steve expressed that this program might be helpful for anyone affected.
- d. Procedures for distributing **salary increases for faculty based on merit.** A general discussion of the basis for faculty salary increases occurred. Three categories for increases exist: merit, equity, and market. Steve explained that from the beginning of FY 2017, unit heads should be able to document the proportion of any salary increase that is associated with each category. Interested faculty should inquire with their unit head. Steve then described the unsuccessful attempt to revise procedures for awarding merit salary increases to faculty that was produced by a task force in spring 2016. Another task force (Associate Deans Antin, Silvertooth, and Staten, and Kitt Farrell-Poe, Steve Smith, and Heather Roberts-Wrenn) was recently formed by the Dean to address procedures for FY 2018. This group met on 22 Mar. and developed a potential recommendation that was presented to the Council for comment. Ed asked whether county associated faculty would fit within this procedure. Steve agreed to ask Jeff

Silvertooth to clarify this. Jeff explained in an email to Steve that county units are completely equivalent to the academic units on campus and the faculty associated with either would follow the same procedures. Steve made minor editorial changes in the recommendation document and placed it in a public folder. Council members should [share this document](#) with faculty in their units and get feedback from them. This should be forwarded to Steve before 10 Apr so he can bring this to the task force at their next meeting on 12 Apr. The Council also suggested that additional input could come from a town hall meeting for faculty. Steve agreed to organize and lead such a meeting, which will occur from 4:00-5:00 PM on Thurs 6 April in Rm S225 ENR2.

The Council discussed the difficulties in helping to develop recommendations when the Administration's view is not completely clear. Steve explained that in this circumstance, he believed that the task force's recommendation is likely to be accepted by the administration.

2. Old Business

- a. **Communication in CALS.** Ravi led a discussion on communication issues in CALS and presented modifications in his draft document originally presented to the Council in Jan 2017. He presented extensive and clear recommendations for communication "pipelines" and strategies that include everyone in administration as well as the faculty. There was agreement that communication *by* faculty should be incorporated within our document as well. The [revised draft](#) will be posted in our Box folder and work should continue on this. We will discuss this further in our April meeting. It was suggested that the Council should organize a meeting early in each fall semester where the all leaders of CALS working groups (i.e., Faculty Council, DRAC, Heads of Departments and Schools, and CATE Fellows) meet with the Dean and Associate Deans to discuss issue of concern for the upcoming year.

3. Next Faculty Council meeting

Monday 24 Apr, 1:30-3:00, Room 307 Forbes.