

CALS/CES Faculty Council 2022-2023
October 2022 Meeting

Attendance: J. Fehmi, Q. Molina, G. Lopez, K. Kennedy, Z. Xiong, T. Schlenke, T. Crimmins, K. Van Doorslaer, D. Curley, T. Ottusch, D. Ferguson, A. Tamimi, A. Linares-Gaffer, A. Snider, S. Burgess, T. Armstrong Florian, R. Goyal

Old Business

Topic: Role of Faculty Council

- Faculty senate indicates:
 - o The role of faculty councils in colleges is to be advisory to both the faculty and the dean.
 - o Attendance by administrators (e.g. Shane/Dean) is not Mandatory.
- Waiting for more guidance from Shane regarding guidance from the Provost's office stating the Dean is required to attend Council meetings.
- *Next Step: Awaiting guidance from Shane.*

Topic: Involvement of Administrators in Faculty Council

Can invite administrators as desired.

Topic: Communication and workflow

- There is a communication gap between ALVSCE and faculty. Communications do not effectively get through unit heads to faculty.
- There is a workflow gap between Faculty Council and administrators.
- There is also a workflow gap between the research advisory councils, extension council, CATE. What is their role in faculty governance? They do not report to Faculty Council. Do they communicate their advisory role to faculty? Are they elected or otherwise representing units or faculty? Saying faculty are represented in a decision is only true if the member or review takes the side of the faculty and communicates the deliberation back to faculty.
- The work of the faculty council does not always flow back to faculty in our respective units.
- *Next Step: Need to decide how we want to proceed at next meeting.*

Old Business that was not addressed at this meeting:

- Merit Pay: Transparency and communication regarding merit-pay practices in different CALS units; will discuss at an upcoming meeting.
- DORA: We will review and comment on San Francisco Declaration on Research Assessment on a document in our box folder and complete a poll to determine level of agreement with this document among council members.

New Business

Topic: Professors of Practice need professional development opportunities the same as other faculty

- POPS are not eligible for sabbatical, which is not equitable to the opportunity provided to Tenured and Continuing status faculty; Per Tim Ottusch, the University Ad Hoc Career Track Committee, which includes several Faculty Senators, is poised to address Sabbatical for career-track faculty this year.
- POPS need to have the opportunity to stay current in their fields through conferences and other normal professional activities. This should be supported through CALS.
- *Next Steps: Right now, this is out of our control within CALS. Wait for guidance from faculty senate.*

Sub-Topic: Professors of Practice Involvement in Research and Sponsored Projects

- There is interest in other units, such as ACBS, SNSW, Norton School, and others for POPS to engage in disciplinary research, as well as education related research and sponsored projects.
- Sentiment from many councilmembers is that POPS should not be *required* to do research but should be *permitted*.
- Council member shares that Cardon Fellows are working on this under leadership from Jeannie and Mike. Several council members indicated an interest in engaging in this topic regardless of concurrent efforts in CATE.
Has this initiative been presented or shared with faculty council by CATE? [who are they and what do they do?]
- Ability for career-track faculty, particularly POPS, to engage in research is an opportunity for professional development, improving quality/content of teaching.
- Conflicting guidance is being given in several large units including Norton School, ACBS, (and some others)
- Comments from Shane to the group on the topic (paraphrased)
 - o “We can’t have second class citizens”
 - o We can’t hire POPS to do the work of tenure-track research and be paid less. If a unit wants to hire someone to do research in a tenure-track role, they need to hire them to do so.
 - o POPS can be provided split contracts (1 contract for teaching, 1 for research), and can also do research in summer for supplemental compensation.
 - o FYI- POPS can also negotiate their contracts if they are asked to teach more than 9 units in a semester.
 - o POPS can *volunteer* their time to do research; in this case, need to make sure you still do your assigned job.
 - o The faculty member’s workload needs to be aligned with what is in the contract; If you are hired to teach exclusively you cannot be evaluated for research performance. Additionally, if you are hired to teach and you are not meeting your teaching requirements because you’ve been too busy doing research that you volunteered to do, this *could* impact your evaluation as a teacher.
 - o The FTE needs to add up: When you get involved in research and sponsored projects a certain percentage is dedicated to the federal government; that must be accounted for

in your workload. This means that a standard 1.0 FTE expectation for teaching needs to be adjusted to account for the time dedicated to the sponsored projects.

- Bottom Line → There needs to be alignment between contract, title, and promotion criteria, and what a faculty member is *assigned/asked* to do; Unit heads have the discretion to tailor contracts and workload assignments to meet the individual needs and arrangements.
- *Next Steps: Need to identify how this information, above, should be clearly and consistently be communicated out to UHs and faculty by Shane and/or CALS Administrators.*

Topic: Contract length for career-track faculty

- There has been a move to provide 3-year contracts for POPS
- UHs have been told many times to provide 3-year contracts; there is no institutional barrier to doing this.
- The UH needs to have a good reason not to want to offer a 3-year contract
- Anyone, regardless of contract length, can be released within 90 days if warranted.
- *Need to identify how this information, above, should be clearly and consistently be communicated out to UHs and faculty by Shane and/or CALS Administrators.*

Meeting Conclusion

- Action items requested of Shane - FC requests that the same clear and consistent communication regarding be provided to UHs and CALS Faculty, verbally and in writing, to clarify the following two topics:
 - There is an expectation that professors of practice be offered 3-year contracts unless a shorter contract is very well justified otherwise.
 - Professors of Practice are not prohibited from doing research, although there are several things that need to be considered regarding how research activities are involved in the contract, job title, and workload assigned, implications for evaluation and promotion dossiers; clear consistent communication should provide concise clarification of many topics discussed in the meeting today, to help POPS and UHs navigate these discussions and negotiations more effectively within their units.
- Future FC agenda items carried over from the meeting today: Discuss next steps needed to clarify role of faculty council based on the guidance we have at this point; Discuss Involvement of Administrators in Faculty Council.