

'ACTION CONVERSATIONS:' REPORTING TEMPLATE

Date, Time, and Place of Conversation: September 15, 2014, 12-1:30, Kendall Hall 209

Duration of the Conversation: One hour and a half

Convener: Wenshu Lee, Mike Ward, Paula M. Selvester

Moderator: Wenshu Lee, Paula M. Selvester

Reporter: Mike Ward

Number of Participants: 13

Theme 4: Faculty Renewal / Sustainability

The major ideas / proposed actions / implementation steps/ assessment of priorities emerging from this conversation are:

Review of Synopsis of September 8th Meeting

(no objections or questions ... so stands as presented)

Comment regarding how faculty can keep abreast of other Theme meetings. Another question regarding a template for the action plans going forward?

6 Items on List

FASP is working on some workload measures ... policy conversation ... we might help each other.

1. Workload - What is data needed ?

Some discussion about WTU ... it isn't in the CBA explicitly. Some campuses have it defined in terms of the number of courses, etc.

What is the goal? Workload flexibility ...

Wenshu referenced us back to the bullets on the original powerpoint.

Is there anything else we want to add?

- No mention of advising on the list. (Academic, GE, career, life, ...)

- Research
- Summer Orientation is another kind of advising
- Advising for student organizations
- Time on RTP Service to Department (
- Chairing / Service Search Committees
- Time for Service -
- 3 WTU for Service and Research - expectations now are very different
- from 20 years ago.
- Assessment
- Learning / Using Technology (Blackboard Learn)
- Service workload goes up as Tenured, Tenure-Track Faculty fraction decreases
- Letters of Recommendation
- Making our work accessible
- Required Training (Driver Training, Title IX, ...)
- Teaching ..

There were concerns that we want to convince administration that our work is far more complex than just teaching.

What is our goal ? What actions are we going to endorse ?

Flexible, Sustainable, Equitable ...

2. RTP Process (culture, requirements, professional development)

- Consistent RTP practices (protocols, mentoring, e-dossier, department guidelines)
- Consistent RTP expectations
- Consistency needs oversight from Colleges, Faculty Affairs, but there is the need for variation by disciplines.
- Seeking greater alignment between workload and how faculty are being evaluated.
- RTP Standards should be shared on campus so we can identify best practices.
- Need for campus wide training for personnel committees.
- Interpreting policies becomes folklore.
- Process of evaluating teaching - limited peer evaluations and SETs ... and what is in the dossier.
- Provost McNall used to send out suggestions ... like Boyer Teacher /Scholar Model
- Should we have a better definition of what the ideal faculty member should look like - defines the Teacher / Scholar Model
- Diversity implies different approaches

3. Compensation (needs further definition)

- Salary equity and competitiveness
- Professional development
- Promotion practices
- Equity process and ethics

These are statements that we value (equity and competitiveness)

- Recommend President take action on allowable equity programs.
- Recognize that base compensation is negotiated, but the President can take action beyond what is negotiated.
- Presence of Inversion points to the immorality of the institution
- Inversion is intolerable
- Attach funding to 5 year review of tenured faculty?
- CBA Article 31 defines the tools that are available to campus to address inequity
- We need to make a commitment to using the tools, and to be creative to the extent possible
- Campus commitment to available tools is important
- Professional Development funds - increased from \$600 to \$800. Should increase this ? Need a conversation about how it is used.
- Ethics ?