

SEC/VPAA JOINT CONFERENCE MINUTES

December 11, 2007
2:30 pm.

Senate Conference Room
140 McFall Center

Present: Keith Bernhard, Alden Craddock, Nora Engebretsen, Mark Gromko (substituting for Shirley Baugher), Gary Lee, Ben Muego, Nancy Orel, Patrick Pauken, Jeannie Sabaroff, Ellen Williams, Rich Hebein

Absent: Johnnie Lewis, Peter Pinto

CORRECTION

The minutes of the SEC/VPAA Conference of November 11, 2007, Promotion and Tenure Proposals, should read: In a letter to Pauken, Baugher proposed first, to link tenure and promotion to associate professor and second, to require that only faculty at the ranks of associate and full vote on promotions to ~~full~~ ASSOCIATE and that only full professors vote on promotions to full.

CHAIR'S REPORT

Faculty Senate Vice Chair Williams called the meeting to order at 2:30 pm.

OLD BUSINESS

Sanctions Policy

Gromko reported that the policy was under review by the General Counsel. Pauken suggested that SEC appoint a committee to review it again since it had gone through several versions already.

Non-Tenure Track Faculty Status and Career Ladder

I. Definition of Terms

Contract terminology is confusing since terms, like "regular" and "instructor" have been used ambiguously and inconsistently. The Amendments and Bylaws Committee is studying this. The Faculty Position authorization Form, the Appointment Activity Record, and the Contract form all make the following distinctions among types of positions regarding status: non-tenure track, probationary, and tenured. Non-tenure track further differentiates fixed term, continuing with possibility of renewal, and part-time. The contract form has an additional category for terminal, which specifically says that employment will not be offered at the end of the contract period. The term "temporary" is no longer to be used though "visiting" is. There was some discussion as to how to pursue this matter, and Pauken agreed to continue the discussion with ABC.

2. Implementation of Career Ladder

Status should not be confused with rank. The career ladder, approved as a Charter amendment last spring, was designed to allow non-tenure track faculty to be promoted through the ranks of instructor, lecturer, and senior lecturer.

According to the amendment, it is up to the unit to develop procedures for promotion. Chairs have encountered difficulties in trying to advance instructors to lecturers because of the requirement imposed

by deans that the position be “hard funded,” a condition that was not required by the Charter amendment. Some instructors are “hard funded,” and others are “soft-funded.” SEC will take up the issue with the VPAA at the next conference.

3. The Twenty-Five Percent Rule B-I.C (1) (c), p. 3 of 9

“...that the [nttf] position will not cause the number of continuing full-time non-tenure track positions in the departments and schools to exceed more than one-fourth of the number of probationary and tenured faculty in the unit....Under certain conditions which are programmatic and academically-based (i.e. non-fiscal), departments, schools, institutes, centers, etc. may petition the College and the VPAA to exceed the twenty-five percent limit on continuing full-time non-tenure track faculty. Such petitions must be presented annually.”

SEC investigated this last year, and the Provost’s Office provided a summary of types of positions, but the data seemed to be inaccurate. This might easily happen because “instructor” could refer to the rank of a tenure-track probationer or to the rank of a person in a non-tenure track position with a fixed term appointment, continuing appointment or even a part-time appointment. Senate leadership will work with the Provost’s Office to get correct data and continue the discussion with the VPAA.

Charter Amendment to B-I.D 1 c), p. 1 of 6: Evaluation of Faculty Personnel

This refers to evaluation for merit, specifically, the sentence: “Recommendation for salary changes (merit) shall be in accordance with the terms of the appointment.” On the recommendation of the Committee on Academic Affairs, ABC proposes that this sentence be deleted because it was intended to refer to terminal faculty who would, by definition, not be returning. Both committees agree that the change is editorial. Editorial changes to the Charter are approved by SEC and, after a waiting period, reported to the President and Board of Trustees. SEC agreed that the change was editorial and voted unanimously to delete it.

NEW BUSINESS

CAA Faculty Survey Results

SEC continued the discussion that was held at the last meeting of the full Senate. Discussion focused on the wording of the questions. Lee volunteered to assist CAA in this for the next version of the survey.

ISSUES AND CONCERNS

Problems with FMS and Grants Administration

This also is an item of continuing discussion. Craddock said that, although the added complexity of the process might be desirable in terms of oversight, it was adding confusion and redundancy, which will discourage faculty from applying for grants. SEC directed the secretary to forward this to the CFO.

Emergency Plans for Academic Units

Units are being asked to draft their plans.

Funding for Programs Abroad

Muego expressed concern that funding for education abroad was being cut and referred to a letter that the directors wrote to the VPAA.

Charter Violation

There was brief discussion of a possible Charter violation.

ADJOURNMENT

The meeting was adjourned at 4:30 pm.

Respectfully submitted,

Rich Hebein, Secretary