

Faculty Senate Meeting
January 16, 2014

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: John Aleshunas, Jef Awada, Larry Baden, Glen Bauer, Carla Colletti, J.P. Palmer-Schuyler, Terri Reilly, Warren Rosenblum, Chris Sagovac, Joe Schuster, Marty Smith, Jill Stulce, Roy Tamashiro, Phyllis Wilkinson

Announcements

Gwyneth welcomed the new Senators that are replacing those Senators on leave. She then asked everyone to introduce themselves.

Gwyneth shared a thank you note from President Stroble that was sent following her mother's funeral.

Everyone (students/faculty/staff) is encouraged to use the campus recycling bins.

Multi-Cultural Studies Replacement for Ginny Altrogge – Based on the list of individuals who ran for the Multi-Cultural Studies Committee last year, the Senate decided, by mutual consent, to have Stacy Henning fill this vacancy.

Administrative Council Report

Gwyneth reported that she joined the Administrative Council meeting via teleconference call. She reported that there was a discussion about the need for brand identity in all phases of the University whether it be business cards, consistent typeface, letterhead, etc. People have been putting any number of things on their business cards and it has been a real problem. She passed around a brand identity manual that was shared at the Administrative Council meeting.

Feedback from the Academic Deans on Performance Pay Model

Gwyneth shared documentation that gave points that the deans made as well as her handwritten responses based on communication with the deans. Below is a summary of that information.

- 1) The deans would like a provision to recuse him/herself from the evaluation. For example, if there were an open grievance.
- 2) The document needs to clarify that a dean can overturn either a satisfactory or unsatisfactory review by the chair.

3) A section needs to be added to the form that allows a dean to sign the document as well as make comments.

One concern a dean had was regarding a situation in which a faculty member has done something immoral/criminal, raising the question of whether that person still get a raise? A Senator asked if this really happens so much that we need to worry about it. In the instance of someone's unethical/illegal behavior in coincidence to pay review, a freeze is usually put on any personnel actions until that act is adjudicated. Therefore, this should not be an issue.

A Senator stated that there should be something in the policy itself that states that the model is for merit only and has no implications toward status. Gwyneth replied that the information is written in our draft, but we also need to put something in the University Policy Handbook.

A Senator asked what if someone has received satisfactory evaluations and is then denied status? This will require some consulting with Betsy Schmutz and the employment attorney.

4) A faculty member's weighting of criteria should be done with input/approval from the chair and the dean.

5) Clarification is needed regarding documents used by chairs to determine satisfactory performance.

6) For those receiving an "unsatisfactory" rating, there should be a written "improvement plan" so the individual knows what is expected.

7) If one is being paid for doing service, does that really count as service? Some issues will need to be worked out in the schools/colleges within the criteria.

8) Information generated for performance could also be used to serve accreditation requirements in order to prevent double work.

9) What happens to the money that does not go to those getting unsatisfactory ratings? Would it go to a merit pool?

10) A three year window for professional development should be used. Report on the last three calendar years.

11) Department chairs should be evaluated by deans, not peers, unless everyone is evaluated by peers.

- 12) Performance evaluations need to be saved rather than destroyed.
- 13) Performance evaluations should be completed by department chairs as they are closest to faculty and know the most about what faculty is doing.
- 14) This process should motivate faculty, encourage activity, and reward those who work hard.
- 15) This process will encourage chairs to participate in helping faculty to articulate and achieve their goals.

The deans are very supportive of this model.

Based on the meetings/communication with the deans, Gwyneth shared edits/additions to be considered for the Performance Pay Model draft.

- 1) Any additional documents beyond what the Senate specifies will need to be transparent and public. Language will be crafted for the document that shows transparency. (Roy Tamashiro)
- 2) Language will be crafted that allows for a dean to recuse him/herself from the evaluation process. (Joe Schuster/J.P. Palmer-Schuyler/Jill Stulce)
- 3) A section will be added to the document for the deans to add comments. (Roy Tamashiro)
- 4) Language will be crafted for all sections of the model to include deans. (Glen Bauer/Joe Schuster/Jill Stulce)
- 5) A lot of input from the deans has been integrated into the new draft of the model.

It is uncertain if there will be another committee for the Performance Pay Model since a meeting has been held with each of the deans. Gwyneth may present the draft to Provost Schuster and Betsy Schmutz.

Agenda for the February 4th Faculty Assembly Meeting -

- 1) Update on Performance Pay Model

A discussion ensued regarding possible additional agenda items for the February 4th Faculty Assembly meeting.

Spring Institute -

A year ago, the Senate discussed having a faculty showcase in the fall and some other topic for the spring.

Marty Smith will call a meeting of the Spring Institute Committee soon to determine a topic. (Jef Awada, Larry Baden, Glen Bauer, Terri F. Reilly, Warren Rosenblum, Joe Schuster, J.P. Palmer-Schuyler, Jill Stulce, Phyllis Wilkinson)

The question was raised regarding whether or not to continue the existence of the institutes. Webster University has changed enough that a clear philosophy is needed regarding what the institutes are supposed to accomplish.

With no further business, the meeting adjourned at 2:50 p.m.