

**Faculty Senate Meeting
September 19, 2013**

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: John Aleshunas, Ginny Altrogge, Jef Awada, Larry Baden, Glen Bauer, Carla Colletti, Don Conway-Long, Paula Hanssen, Warren Rosenblum, Chris Sagovac, Joe Schuster, J.P. Palmer-Schuyler, Marty Smith, Roy Tamashiro

Approval of Minutes

By unanimous consent, the August 29th Faculty Senate minutes were approved.

By unanimous consent, the September 5th Faculty Senate minutes were approved.

Report from Chair

Gwyneth reported on the new consulting group that has been hired to help with strategic planning (CREDO Consulting Group). Three individuals from CREDO were on campus last week to meet with the administrative council to try and get a sense of Webster.

Gwyneth and Martha Smith met with Gerry Francis (Provost at Elon University, consultant for CREDO) to get begin to gather information from a faculty perspective. They will be back in October and will continue to speak with faculty.

Ken Freeman asked to meet with Gwyneth regarding IT. He informed her that the Deans will designate members of their staff to gather information from faculty on IT needs, and Terri Lucas, Director of User Services, will be meeting with those designees.

Gwyneth shared the Policy on Adjunct Teaching Loads with the Senate that was received from Provost Schuster's office.

The Senators were given a copy of the University Handbook which DeLyle Bowen has put into pdf format. DeLyle asked the Senate to look through the copy to make sure it looks okay in the current format. The Senate suggested that DeLyle put the date on every single page of the handbook and also suggested that the date be changed every time the handbook is updated. Eventually, interdisciplinary studies and committees will need to be updated.

Fall Institute Update – Marty Smith

Marty gave the Senate a tentative schedule. We received many proposals this year and accepted many proposals. Instead of an “opening act” for the Showcase this year, we will open with 20 minute presentations and then move to the 40 minute presentations. There will also be poster

presentations and all were asked to encourage people to view the posters. The FDC has offered to help create the posters. Marty asked that anyone who could to arrive early to help.

Gender Equity Task Force

One more at-large person is needed for the task force. Betsy Schmutz will be working with the task force and providing data. It needs to be clearly understood that this task force will not undo Mercer. Several names were suggested for the at-large position.

Council of Chairs Meeting

Gwyneth will meet with the Department Chairs on Tuesday, October 1st. She will discuss with the chairs the fact that the University Handbook requires departments to create by-laws, which should be on file in the Faculty Senate office. Responding to inquiries from faculty, she also will hand out information on the procedures for reviewing departmental chairs. The question was asked if department chair evaluations are sent to the Faculty Senate office, how they would be handled. They would be kept in a locked file cabinet and destroyed after two years. Some senators suggested that the University Handbook needs to be amended to have reviews take place during a department chair's second year rather than during their third year. Gwyneth asked the Senate what other topics should be discussed with the department chairs.

Models for Merit Pay

Gwyneth reported that she met with Provost Schuster and discussed with him the Procedures for Developing a Policy on Merit Pay. They are detailed below.

- 1) Faculty Senate will produce a draft model (completed).
- 2) Senators from each school/college will schedule town hall meetings with each school/college. Senators will draft model, lead discussion, record feedback.
- 3) Some additional feedback sessions scheduled for any Faculty Assembly members who care to attend.
- 4) An online survey will be conducted to receive additional feedback.
- 5) Senate modifies draft model, considering feedback and discussions.

The above should be completed by the beginning of December, 2013.

The two part system of satisfactory and extraordinary was discussed.

Evaluating satisfactory performance would be kept within the departments and is more similar to what we currently have. 75 percent of the money will go toward satisfactory performance. Faculty would be assessed based on different parameters that they set for themselves. Any leftover (25 percent) would go toward extraordinary performance. If you want to be considered for extraordinary performance, you would submit a portfolio.

One Senator stated that having been in industry, the motivation of a faculty member is far different than what motivates many people working in industry. Giving more money to faculty does not necessarily make them work harder. It was thought that maybe the Board should be educated on how this system works. Several years ago in a meeting with Board members, the members were surprised that faculty with higher salaries had paid higher amounts for insurance in order to reduce costs for lower-paid employees. A system like that described above, is fair and leaves faculty members options in how they want to participate.

The statement was made that there are 200+ full-time faculty and that most faculty will submit a portfolio and then the committee would have to review those portfolios very quickly. It would present a logistical mess for a committee.

The Senate discussed the Texas Tech model, which provides a list of scenarios of how evaluations might work. We may need to write our own explanations to add to a model.

It is important to come up with a system that allows faculty to determine how they want to be evaluated. There are different teaching cultures within the university and the way that good teaching is counted in one department may not be the same in other departments.

Discussion took place regarding satisfactory and exceptional rating. A suggestion was made to have the administration create a separate fund to award exceptional faculty. Faculty would apply for independent of merit pay. The idea was also suggested to have faculty submit materials to their department chair and have it run as an up/down or lateral review with peers reviewing their peers, but in a way that you do not know which peers are conducting the review. If an exceptional review is determined, then it would be forwarded to the department chair.

The determination was made that the Senate needs to come up with a model for satisfactory performance and try to have something in place for this year and work on a system to award block of money for extraordinary merit in the future. It seems the exceptional performance piece is more problematic with faculty and needs more work.

The Senators will be looking at the Texas Tech site that the sub-committee reviewed and forwarding any criteria to the Don Conway-Long by next week.

The Senate considered various dates/times for meetings open to all faculty to discuss merit proposals.

With no further business, the meeting adjourned at 3:21 p.m.