Minutes

Faculty Affairs Committee

**September 14, 2016**

6:00 p.m.

Faculty Staff Commons Conference Room, Bone Student Center

**Members Attending:** Mary Dyck, John Baur, Cassandra Mattoon, Michaelene Cox, Marie Dawson, Hannah Picciola

**Not Present:** Jihad Qaddour

**Guests:** Susan Kalter

**Call to order:** 6:03

**Approval of minutes:** No minutes to approve.

**Introductions:**

Went around the room with introductions.

**Meeting locations:**

September 14, 28, & October 12 – Faculty/Staff Commons Conference Room

Remaining of Academic Year – McAllister’s private dining room

Meet at 6:00pm.

**Review of Blue Book:**

1. Elect a faculty chairperson and a secretary.

Short one faculty and one student member. Otherwise we have the remaining members. Already elected the committee chair (Mary Dyck - Fall 2016, Michaelene Cox - Spring 2017) and the secretary (Hannah Picciola).

1. Keep reasonably detailed minutes, including a reflection of the deliberative process involved in decision-making, and be in accord with Section 2.6-R of the Senate By-laws. Approved minutes will be forwarded to the Senate executive secretary for permanent storage.

Also sent to entire committee for approval.

1. Provide oversight of the use of Non-Tenure Track faculty.

Keep Non-Tenure Track faculty on the list for now.

1. Nominate faculty to any committees for which a request has been made by external constituencies for Senate faculty representation. These nominations are forwarded to the Faculty Caucus.

Nominate faculty to external constituencies. No information for now. Deans nominate people, which usually goes through the Rules Committee. The Faulty Affairs Committee would be given the report. Susan Kalter will ask for more information regarding figuring out the difference between Rules and FAC duties with regard to this types of requests.

1. Provide oversight of and receive reports from the following external committees of the Senate:  
   Academic Freedom Ethics and Grievance Committee

Athletics Council   
Faculty Review Committee

Secretary will request report from committees: acsenate@ilstu.edu

* Request a report from AFEGC – usually the beginning of the spring semester.
* Athletics are in the beginning of the year. The athletic report council was received in June.
* Faculty review committee – email Cynthia to request the report from the faculty review committee

1. Provide oversight and receive reports from the University Ombudsperson. (see Procedures section of Policy 3.2.12 for more details).
2. Other tasks as assigned by the Executive Committee of the Academic Senate.

**Task Review and Priority Setting:**

* Academic Freedom Ethics and Grievance Committee – FAC Secretary should request report from AFEGC Chair annually.
* FAC Secretary should request report from Athletics Council Chair annually. The report and subcommittee reports were received on 6/24/16.
* Faculty Review Committee – FAC Secretary should request report from FRC Chair annually.
* FAC Secretary should request report from Ombudsperson Council annually. Request this report in mid-year (December).

Task List:

* Ombudsperson Policy: Discussed how the policy was worded ambiguously, there is a revised version to clarify. Draft is in the packet. Discussed that it is not a huge urgency.
* Sabbaticals and Pensions: Discussed to make this high priority because Milner has individuals working 12 month contracts. This is highly inconvenient for Milner faculty. Difficult to take a summer sabbatical because of the fiscal year, despite it being preferred. Applied to Mennonite because no one took a sabbatical. There is a seven-year cycle. Discussed how we need to figure out how can we help Milner, junior sabbatical, and help faculty make them up if they miss one or two years?
* Proceedings in Faculty Academic Freedom, Dismissal, and Non-Reappointment Cases Policy: Discussed that we will ignore this for now because it may be revised by the end of the year. The draft cannot go forward until the ASPT revised termination policy is approved. Faculty caucus must approve.
* Financial Exigency-Blue Book Pages: Discussed that President Dietz was going to talk to the Legal Counsel, and has not heard back.
* Spousal Hires: Discussed that this task is not as urgent.
  + Discussion main points:
    - If the general rule is that hiring spouses in the same department, should it be limited? Controversial issue. General audit would say that they need to be in different departments.
    - Find a position so that each will be able to work? Would the spouse need to go through a round of interviews and be approved? Examples, there have been instances where formal spouses hiring has occurred. Sometimes the departments are happy and sometimes not.
    - Is there a policy now? Not written. Introducing something new or saying that this is not wise. Would need a detailed policy written, talk to provost about who would write it. Ask the chairs and directors, as well. Leave it to the department – possible outcome. Idea that there are positions reserved for the administrative level for spouses. Possibility for spouses to get alternative jobs is not as great. Each is a unique case, hard to develop a policy.
* University Professor Policy: High urgency, Provost would like some answers soon.
  + Discussion main points:
    - Includes university professors.
    - New provost, Jan Murphy, is coming in. Consult with her.
    - There are no distinct policies or qualifications for whether you can be considered a university professor. Not clear enough. The distinguished professors decide on the qualifications.
    - Look at old minutes about when it was discussed before – 2 years ago. Recommendations and summaries with both the distinguished professors and university professors. The provost usually picks an individual out for University professor. This decision doesn’t go through a faculty committee. The original intention was to recruit high power people in. Meant to be an external recruit. There are only two examples in the history, most have been internal. Did not go through faculty caucus because it was used as a recruitment tool to grab people quickly.
* Integrity in Research Policy Recommendations:
  + Discussion main points:
    - Research council will prioritize and make recommendations for us. We already have the recommendations for the research policy. Hopeful there would be a draft. Recommendations are a list of things that the committee would like to change.
    - Susan Kalter and John Baur will work together on it and forward the draft for the FAC committee. Kathy Spence and John Baur will review those recommendations and bring a draft to the committee.
* Proposal Flow and Review Policy: Research council will work on.
* Secondary Outside Employment Policy: Tenure faculty need permission.
* Faculty Associate Contractual Continued Service:
  + Discussion main points:
    - Has this gone through the executive committee? Had to be changed quickly because the laws changed that are in effect. Cassandra met with Jeff Hill, the superintendent, and told that it is going through the executive level. Sent to provost to give to the president; email traffic indicated that they may need to pull Susan Kalter into the loop.
    - Susan never was contacted. Needed to go on fast track because of the law. Already is on the website, did not ask the Senate. Susan has questions and will check up on it. Look for a report on that at the next Academic Senate.
    - Cassandra will forward the information and emails. It is noted to be revised in July 2016.
* Ended discussing with the Faculty Associate Contractual Continued Service task discussion.

Priority Task List:

1. University Professor Policy and Distinguished Professor Policy
2. Propose to request the report on the Faculty Policy contractual continued service updates for next time.
3. Professors policy.
4. Sabbaticals.
5. Spousal hires.

**Adjourned: 6:54**

Submitted by, Hannah Picciola