Minutes

Faculty Affairs Committee

**September 28, 2016**

6:00 p.m.

Faculty Staff Commons Conference Room, Bone Student Center

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

**Not Present:** Michaelene Cox, Jihad Qaddour

**Guests:** Susan Kalter

**Call to order: 6:02**

**Approval of minutes:** Minutes from 9/14/2016 were approved.

**3.5.2 Contractual Continued Service - Faculty Associate Policy**

Cassandra had given the original revision that had not reached Susan. After Susan received and read through it, it was not very clear. (It turned out that the revision posted to the policy website in the summer needed further revising.) Jeff Hill’s letter describing the decision-making process among the faculty associates made more sense. The confusion that led to the need for further revision was that dates that were attached to particular hire dates were taken out, and had to do with faculty associates that had been hired previously but no longer work at the Lab Schools. The revision took out the dates in order to detach it from the state law. Everyone now has to go through a four-year process.

Questions asked:

Is a term considered a semester or academic year? An academic year. This is not clear. Some contracts are for nine and a half months, which would be considered a term. This is subjective to different faculty members. (9-month school year vs. semesters). If you are hired before November 1st it is counted as the beginning of your term year.

Did you know that there is a certified union group of faculty associates? Not intending to do anything but being a member for liability reasons for insurance. It could possibly become a part of the contract. May not be acted upon. There are good and bad things associated with it.

Susan: Was there discussion to stay linked with the new school statutes?

Cassandra: Yes, very few voted to follow the new process. There is a committee working on discussing the topic further. There was a survey that went out, which did not get a lot of feedback the first time. There was a presentation about the survey where Jeff Hill came to both schools and encouraged further discussion. After, a second survey was sent out with a lot of encouragement to send feedback. There was also an option to send feedback privately. He has a monthly full day of office hours where there were ample opportunity to provide feedback.

Makes it harder to go to a different school district? Will tenure will not be honored? Tenure could go with you, your evaluation is tied to you and is public. New employers can see how other schools have rated you. There could be positives and negatives. Evaluations are directly tied to you and vary at different schools and districts.

Voted to not continue, and instead maintain the current evaluation process and adjust them how we see fit. The lab schools have the ability to be independent with what the state is doing since they are considered a public school but not a district.

Call for the question: (Senator Dawson, second by Senator Mattoon)

In favor: 5 (Senator Dyck, Senator Dawson, Senator Mattoon, Senator Kalter, Senator Picciola)

Opposed: 0

Abstentions: 0

Motion to approve the policy: (Senator Mattoon, second by Senator Dawson)

Motion carried.

Sent to acsenate@ilstu.edu by tomorrow at 1pm. Will be on the Senate agenda at the next meeting.

**Finish Task Review and Priority Setting**

Faculty Associate Contractual Continued Service:

* Faculty Associate Non-Accumulative Personal Leave Policy and Faculty Associate Hiring Procedure Policy The Senate sent these policies to the Lab Schools through the former Lab School Senate, but we are not sure if they reached anyone. We are not sure who Suzie Thetard sent them to or if they were actually sent, but through her email it appears that they were sent out to faculty associates.
* Cassandra: Do I need to follow up or redistribute? Susan: Ask Jeff if he can lead a discussion on the other two. People will respond to the same process of discussion and feedback. The guess is that there will be no changes. Cassandra: Even if something was already done, it needs to be done formally to receive feedback. May help assist Jeff in the process.

Faculty Hiring Policy - Revised:

* Distributed it to us a while back. URC sent us our recommendations and executive committee sent them to this committee in August. Look at what they recommended and try to complete this task soon. There are quite a few changes to the policy, however, it is not very long policy. Last discussed by exec on 8/31/15. It never was given to FAC until this summer.

Personnel Files Policy - Revised:

* Very important policy. Has not changed very much. There cannot be comments in a file without personnel having the right to review and challenge them. Protects that the person doesn’t get to see certain items, such as external letters for tenure and promotion. Possibility to be finished in two weeks.

Freedom of Information Act:

* October 27th is the next meeting of the University Research Council discussing this. Two years ago at the administrators retreat where all of the chairs and deans speak about the big topics for the year. During this meeting (Summer 2014), the Steven Salaita case – hired by U of I board of trustees – was discussed. Between the time that he was given the job and quit his job that he had tenure with. He used social media to talk about the war, and some thought he was being anti-Semitic. There was lobbying to not let him get hired before he was confirmed. In essence, they broke the contract. Dr. Skibo expressed concern afterwards to Senator Kalter about FOIA protections at ISU, especially with regard to research and teaching. Research is supposed to be protected from FOIA. Do we have adequate policy in place for the state of Illinois and the laws that cover this? Over the country, researchers are being targeted in a political way. Susan will be meeting with the research council to discuss this topic and the implication of freedom of research.

Emeritus Academic Employees Defined Policy:

* Not urgent.

Assignment of Persons Holding Faculty Rank to Administrative or Other Non-Departmental Positions Policy:

* Been assigned for when we receive it.
* Not urgent.

Classified Research Policy:

* New title that is more descriptive as suggested by Baur.
* Not urgent.

Filling Grant Positions Policy and Indirect Cost Policy:

* Not urgent.

Endowed chairs and professorships:

* Look at the November 30th minutes and see if someone noted whether it is wise to accept gifts made to the University. The money sits so that the person can be paid out of the interest. Not urgent.

Honorariums:

* On the list.

Athletic Council Report already received. Review here and then pass it on.

**University Professor Policy and Distinguished Professor Policy**

How do we want to proceed? Call to action.

Look at the recommendations from the previous FAC. Look at the recommendations before inviting people in. There are strong opinions and we need to fully understand the issues before we start talking to people. 36-page report from Martha Horst. Recommendations on page 3-4. In the packet.

The criteria are not clear. Provost cannot make decisions with current policy.

Susan: University Housing Policy: Not wise to not have a process of Caucus reviewing. It could be being used as a way of boosting people above the base salaries. Since it largely goes to administrators, why is it justified to give more money to the salary of those already making more than others in their department. It is unequitable on the surface. Might need more research.

Begin to further discuss at the next meeting.

**Adjourned: 6:57**

Submitted by, Hannah Picciola