

FPC Faculty Affairs Committee

February 26, 2018

11:30AM-12:30PM, Room 1345

Minutes

Attending: Thomasenia Adams, Buffy Bondy, Jean Crockett, Corrine Huggins-Manley, Sondra Smith, Paul Sindelar, Sevan Terzian

Absent: Tom Dana, Jann MacInnes,

Brief Updates:

1. Third-year review process for tenure track faculty

Sevan Terzian and Paul Sindelar reported they are working to refine some language with regard to the third- year review process for TT faculty. They anticipate the availability of more faculty and school director perspectives on the process after the current cycle is completed for this year.

2. Pre-promotion review process for non-tenure track faculty

Buffy Bondy and Jann MacInnes reported they are working on the next revision of the pre-promotion review process for NTT faculty. The next version will be posted on Dropbox for review in March.

3. Procedures for allocating term professorships

Jean Crockett reported on preliminary revisions to the allocation process. More definitive revisions are pending the University's release of information regarding the distribution of term professorships across colleges this Spring. There was some discussion as to whether the procedures under review by the FAC should be considered as policy or as suggested guidance to the P&T Committee. Further discussion will continue in March.

Primary Focus:

Faculty salary review process

Primary attention was given to the review and discussion of a 3-page draft document addressing the process and procedures for conducting salary reviews in the COE prepared by Corinne Huggins-Manley and Sondra Smith. This document is based on the previous process and procedures for conducting market equity reviews within the COE. The wording of the document is now revised to comport with the new CBA and addresses all types of salary adjustments with the exception of those for merit and counter-offers. Thomasenia Adams confirmed that all recommendations for salary adjustments must be

approved by the Provost's Office. Discussion focused on the documentation of productivity for reviewing salary adjustments for NTT faculty in accord with their specific assignments. Corinne and Sondra will review the current COE guidelines for P&T and the current guidelines for promotion of NTT faculty with regard to language in those documents describing indicators of distinction in the primary assignment and the suitability of this language to the salary review process as they prepare the final draft for review in March.

The meeting was adjourned at 12:30PM

Future Items:

1. Preparing a report of our work for 2017-2018

Future Meeting dates:

March TBD