

## 2017-2018 Faculty Affairs Committee Final Report 4/30/2018

**Members of the Committee:** , Jean Crockett (chair), Buffy Bondy, Corinne Huggins-Manley, Jann McInnis, Paul Sindelar, Sondra Smith, Sevan Terzian  
Ex officio: Thomasenia Adams, Tom Dana

### **This year the FAC had 4 Tasks:**

- 2 Tasks involved the review of existing practices and policies
- 2 Tasks involved the revision or development of new procedures to be submitted for FPC approval as new policies

### **1. Review of existing policies/practices:**

- a. Assessed the third-year review process for tenure track faculty** by interviewing school directors (past and present) and those faculty members who recently went through the third-year review process to learn the extent to which the process is working well and what, if anything, ought to be changed to make it better.
  - i. Overall, these participants found the process to be useful; however, there were too few faculty members who had recently completed the process to draw any firm conclusions. It is recommended that the evaluation be extended to include the substantial number of colleagues going through the third year review this year.**
- b. Reviewed the allocation of term professorships within the COE** by reconsidering the process utilized by the Promotion and Tenure Committee over the past two years and offering suggested procedures to guide future allocations.

### **2. Policy revision or development:**

- a. Revised a college-wide policy for reviewing faculty salary adjustments** by ensuring alignment with the language in the new Collective Bargaining Agreement. This language extends beyond market equity adjustments to other issues such as reviews for salary compression, changes in assignment, and additional discretionary salary adjustments.
- b. Developed a pre-promotion review process for faculty on non-tenure track appointments** based on the pre-promotion process for TT faculty, but with necessary adjustments to accommodate fair evaluation of NTT personnel whose job assignments vary widely across research/scholarship, teaching, and/or service/administration. Close consideration was given to the time frame for a pre-promotion review and the evidence to be used in assessing performance consistent with a candidate's specific assignment.

As these last two items, once approved by FPC, would revise or initiate a college-wide policy, school-level bylaws aligned with them would subsequently need to be developed.