

**Faculty Affairs Committee  
Annual Report 2021-2022**

**FPC Members:** Tara Mathien (SESPECS & FPC Rep), Justin Ortagus (HDOSE), Latoya Haynes-Thoby (HDOSE), Kristi Cheyney-Collante (SESPECS - Chair), Danling Fu (STL), Kara Dawson (STL)

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**Dean's Reps:** Thomasenia Adams, Tom Dana

**Committee Goals**

1. Review College of Education policies to ensure alignment with the new Collective Bargaining Agreement that was finalized in March 2021
2. Address FPC requests to look at Joint Appointments and Affiliate Faculty
3. Review make-up of the Tenure and Promotion Committee and offer recommendations. Determine if the new CBA can inform policies in these areas.

**The following work was completed on each of the committee goals:**

**Goal 1.** Review College of Education policies to ensure alignment with the new Collective Bargaining Agreement that was finalized in March 2021

- The FAC Committee focused our collective efforts on reviewing alignment of the COE Constitution and new CBA, while members were also encouraged to support their own School directors in their review of the Bylaws in relation to the CBA.
- The FAC Committee broke into groups by School to review sections of the COE Constitution as follows: **Latoya & Justin:** Articles I – II: Sections 1 – 3 (p. 1 – 2); **Kristi & Tara:** Article II: Section 4 (p. 2 – 7); and **Kara & Danling:** Article II: Sections 5 – 7; Article III – VIII (p. 7 – 10). Each subcommittees report can be found here:  
<https://drive.google.com/drive/folders/1BPEazHnkbEc6yG06GdDGmQ955Pm6Y-1U?usp=sharing>
- Our overall finding was that the current COE Constitution is in alignment with the new CBA. We also noted that the CBA does not go into detail about much of the types of policies that are covered within the Constitution.

**Goal 2.** Address FPC requests to look at Joint Appointments and Affiliate Faculty.

- Because Affiliate Faculty members are not appointed to the COE, they do not have voting rights in COE. Next year's FAC should look more closely at whether School By-laws make this clear and make recommendations to School Directors accordingly.
- Joint appointments:
  - Faculty with joint appointments vote for tenure/promotion only in the faculty member's tenure home, and tenure home is confirmed at the time the joint appointment is processed. This is probably the case for other processes (e.g., sabbatical) that follow tenure home. For voting activity (e.g., voting on FPC committee membership) that is not clear to be connected to tenure home.
  - FAC discussed the potential to suggest that Schools create policy on this in By-laws.
  - STL's draft of language to clarify joint appointment issue with FAC suggested additional phrase
  - The following report to FPC in the matter of Joint Appointments was approved to send to FPC Chair Angela Kohnen:

<https://docs.google.com/document/d/1jtbUdSzFUznqbFoIDsmQ4GzXj9sjdOXH/edit?usp=sharing&ouid=101625707514288782376&rtpof=true&sd=true> )

- o Based on what the FAC committee has learned, we suggest that FPC and next year's FAC Committee take up this topic more broadly next year. It may be that a college wide policy is needed in order to make sure that individual school bylaws are well coordinated.

**Goal 3.** Review make-up of the Tenure and Promotion Committee and offer recommendations. Determine if the new CBA can inform policies in these areas.

- Tenured faculty at the Associate rank and above and Non-Tenure Tracked faculty at the Associate rank and above should be able to serve on T&P so that both groups of faculty have representation when T&P decisions across T and NTT applications are made
- FPC should consider the need for adequate representation but also consider workload
- FPC should consider the need for more Full Professors because of voting requirements
- T&P members should have school level experiences in peer review
- The FAC Committee recommended that FPC lead continued conversations on this matter given that (1) the COE Constitutional would need to go through an Amendment process in order to make these changes; (2) many lingering procedural question could not be resolved by FAC alone; and (3) so that the entire COE faculty could weigh in on this important topic. FPC took up the topic towards the end of the Fall semester.
- We suggest that next year's FAC work with FPC to more fully discuss the topic of NTT faculty representation on the T&P committee.
- We also suggest that FPC convene an Ad Hoc committee that includes representation of NTT faculty (both pre- and post-promotion) to look more closely at policy regarding the make-up of the T&P Committee.

**Goals to be carried forward for 2022-2023 year:**

- 1. Further review Joint Appointments to determine if the COE Constitution or School Bylaws should address the topic more explicitly, and/or if additional guidance is needed from the University.**
- 2. Work with FPC to more fully discuss the topic of NTT faculty representation on the T&P committee.**