

Minutes for the Governance and Personnel Policy Subcommittee of the Faculty Senate

1-17-17

Present: Jade Berry-James, Dimitris Argyropoulous, Karen Bullock, Doug Pearce, Ron Sederoff, Thomas Barrie, Beth Farh

Not Present: David Auerbach, Deniz Eseryel, Larry Silverberg, Sid Thakur, Beth Hawkins

The committee discussed the draft report on the results of the Faculty Burden Survey. The conversation started with a discussion of the pros/cons, and influences of accreditation and accrediting bodies. Then, there was a description of the faculty burden as the faculty having little control over their program goals.

Senator Sederoff described categories, or themes, that he saw in the results, such as new systems for efficiency that were actually inefficient.

Senator Berry-James suggested that we might use the data to 1) redefine faculty expectations of shared governance; and 2) faculty helping to create the vision to move forward, making more room at the table.

Senator Bullock (and others) noted several things such as: 1) questions about the utility of the data from the survey because we don't know anything about the people who didn't respond; 2) taking care in how we make recommendations since every college is different; 3) there are no controls in the survey

It was noted that while we do not know if this is representative, since it is a 50% response rate. However, there seemed to be consistent areas of issue across colleges such as assessment, HR, purchasing, grant administration, travel. It was also noted that the University does use ClassEval results (often with a less than 50% response rate) as a factor in deciding promotion and tenure.

The survey was described as descriptive, but not statistical.

Senator Barrie felt that there with this survey there are 2 parts: 1) to listen: and 2) to either redo the survey (not recommended) or use it as descriptive – i.e. here is a snapshot and some observations of patterns and perceptions. From the results, there could be some factual observations (such as the first chart) and then we could offer some discussion points.

It was noted that a description who was included in the survey and who was not. The committee agreed that it is important to provide some type of feedback to the faculty so that they feel the results were read and their concerns were heard.

Senator Berry-James volunteered to do some cross-tabulation by college with some of the data.