

Agenda for Faculty Senate
Wednesday, November 1, 2023
Meeting 5, Fall 2023
The Russell 100 or Zoom
3:00-4:30 p.m.

Attendees:

Kyle C. Lincoln
Andy Kramer
Chris Moretti
Stanley Alluisi
Sondra Petty
Mila Xu
Frank Zu
Amy Gantt
Sarah Morisson
Gamage Garusinghe
Meg Cotter-Lynch
Laura Atchley
Fendrich “Randy” Clark
Dena Rymel
Ian Greg

- I. Call to Order
Meeting called to order by SP at 15:10.
- II. Minutes from October 18, 2023
Postponed until the next meeting unanimously.
- III. Treasurer’s Report
Treasurer absent, report postponed.
- IV. Committee Reports
 - A. Budget Committee
BUDCOM is being scheduled. No report.
 - B. Committee on Committees
There is no report from COMCOM.

C. Executive Committee

EXCOM met with President Newsom. Discussion at the meeting regarding the Salary Card, Post-Tenure Review Policies and Practices, and the role of Deans and major initiatives on campus with respect to new legislative priorities and statewide projects. The Salary Card discussion expressed mutual agreement that more progress is needed, but that the progress already made was worthwhile and meaningful. The Post-Tenure Review question was met favorably by President Newsom and VPAA Golden, but they deferred the oversight to the Faculty Senate and its committees for study, with the hope that future action to realign current practice to policy will produce a more meaningful and productive process.

D. Personnel Policies Committee

PPCOM has elected a chair (MCL re-elected) and divided the priorities and charges among the membership. Voted to add a charge relative to the ways that the appointment of department chairs, their duties, and term lengths. This is pertinent to the role of the committee and fits within the oversight prerogatives of the committee. The [new salary card](#) and the pay schedule for faculty with overloads has been clarified based on inconsistencies of information sharing to facilitate transparency.

Proposal: A Line be added to Employee Transaction Forms (ETFs) for Faculty teaching overloads and adjuncts requiring the faculty member's signature on that form.

**Proposal brought by motion from MCL, seconded by FC.
12 in favor; 1 opposed; no abstentions.**

Question from FC: Does the APPM list a department chair appointment term?

Answer by CM: Yes, refer to APPM, Ss. 4.10.4, section 2 for terms and qualities

Answer by FC: APPM 4.10.3 section 4 says that the nominee from the faculty will be reported to the VPAA

Discussion about the wording of 4.10.3's clauses about the chain of events that lead to the appointment of the chair, with special attention to the role of the grammar of the steps and their order. MCL points out that the lack of clarity about selection and terms is leading to inconsistency in process, leading to general lack of process. Clarity is needed in the process, and the committee receives the enthusiastic encouragement for the pursuit of that element of their charge.

Next meeting to take up the question about the security and confidentiality of documents.

E. Planning Committee

The Planning Committee is updating the list for the Faculty Senate Awards and the call will be out before Thanksgiving Break.

F. University Affairs Committee

Met on Monday, 30 October, to discuss the early results of the subdelegation of charges. JA, SM, and MZ were reviewing the findings of the Faculty Senate Survey, especially related to the survey's findings on pay disparities and failed searches. Outstanding questions about the changed face of the salary card, to which the Personnel Policies Committee has provided a new link about that information. Failed searches were related to the deficits addressed by the updated salary card, so that new input from search chairs about searches' impacted by salary card can be understood in context. JM received feedback from Maintenance about ongoing projects, but the Maintenance department has asked that faculty report work order requests through [SchoolDude](#), so that the departments can track those elements that are of the most pressing need. FX is working on compiling a list of all the adjuncts to improve efficient communication between adjuncts and the FACSSEN's several bodies; FX has also started to work on an adjunct collaboration project to facilitate more meaningful discourse. LA reports that she had investigated the "dead time" question about scheduling, including feedback from numerous academic constituencies. Early efforts to trace schedule processes and determine how labs and rehearsals fit into this broader and more comprehensive picture of schedule "dead time" might exist. KL has reached out to SGA to begin a discussion process with student leadership. Next meeting in a few weeks.

CM notes that 140 part-time faculty are listed in the Common Data Set for 2022-23, but that doesn't include the email contact information to facilitate communication.

General discussions about maintenance requests included in SchoolDude, but responses to those requests don't get follow-up. This is a challenge for those projects that faculty are asking about, especially those that are larger quality-of-work-life issues. General discussion about using this system to begin addressing the work of improving teaching areas, like the Classroom Building.

V. Old Business

VI. New Business

A. Post-Tenure Review

KS asked for this to go on the agenda to ensure that Senate was continuing its oversight of this process. CM notes that the PTR process is set to ensure that observed deficiencies are reviewed and improved. FC notes that during his term as Chair of the Faculty Senate, the concern for oversight was ensuring that the PTR process was applied fairly by chairs and that the PTR process's role in remedying deficiencies; although independent, there is a presumed role played by the overarching pursuit of excellence to ensure that tenured faculty are able to be promoted to Full from Associate. MCL notes that the usual PTR process is supposed to include the previous three years' evaluations, which is the recommendation but not requirement of the APPM; she notes that there may be an ambiguity/discrepancy in the policy that creates a gap. *[Insert: 3 evaluations are a requirement in the APPM (Section 4.4.7.3 part D at the top of page 77) - the PTR language is "3 most recent", but since policy*

also requires annual evaluations of full-time faculty by the chair (APPM 4.4.2.1, 4.4.1, 4.4.4), the language is equivalent unless the chair is violating university policy.] CM notes that there may be a form to file to provide a paper-trailed because the faculty member is presumed to be proficient, in lieu of formal and regular review. *[Insert: Upon further research, this form was removed at the request of the Faculty Senate in 2019, but used to be an Appendix G2 in the APPM for this function.]* MCL notes that the PTR is in the purview of the Personnel Policy Committee. IG asks for a quick history. CM and FC notes that the PTR was implemented in the early 2010s to assure the Regents that faculty were fulfilling their duties; two consecutive “unsatisfactory” reviews might result in the revocation of tenure. CM notes that the Regents did not specify how those reviews take place, and there was no PTR process on a regular basis that was distinct from annual faculty review. **CM provided background information on how/why the PTR process came about, [documented here](#).** CM notes that the process was developed to locate control in departmental faculty with a developmental focus, in line with AAUP practices, that was a validator of continued satisfactory work; appeals and remediation processes were developed to be a failsafe for the work of the PTR, which would then refer (following a second negative review) the decision to the administrators. The process was designed to be short review that was a kind of “check in” and was designed to be a short process. FC adds that the APPM (4.4.7) has a policy that notes that the goal of the process is supposed to be subject to oversight and review, which prompted the conversation about the review in 2020. Thus, Senate returns to the oversight question. FC notes that the process is always fraught with disgruntlement, which is typical of these kinds of issues. AK notes that this is a proactive way to defend tenure is appropriately and consistently applied, so as to demonstrate its value and preclude assumptions about its obsolescence.

B. Faculty Participation on University Committees and Councils

There was a wider conversation about how much committee work is important, and how faculty need to continually report their minutes and the work of the committees so as to ensure that the shared governance functions of faculty are carried out. CM and SA note that “failing up” is a continued issue for faculty—service counts for something, but not-service doesn’t weigh down review enough. The feedback mechanism is not instant or relevant to faculty work. General dysfunction among committees is ongoing, but FC notes that the Committee on Committees were charged, in a Senate Resolution, with submitting their minutes to the Archivist and that a chair needs to be selected at the end of the Spring session. KL asks if committees have no work, do they still have to meet for subsequent meetings; FC notes that after naming a chair, the work of some committees may be concluded if no business is presented to them. CM recommends that the Faculty Convocation should have Faculty Senate participate to ensure that committee members and committee meetings are consistent with the expectations. FC asks this issue be referred to the VPAA in the planning of the Faculty Convocation and that it be added to the EXCOM agenda.

XII. Announcements

SP asks about the Mutual Mentoring Teaching conference process is moving along.

AK notes that conference has KS as a member of the planning work.

SP asks about November “Holiday” Bonuses. CM notes that this has been a later-in-the-semester notice, but no formal notice has appeared.

KL announces that the Middlebury Language Schools are now accepting applications. Faculty with students that need advanced training in languages are encouraged to apply and reach out to KL to refine their applications so that they can be competitive in seeking funding. CLS programs are also accepting applicants, as are the Boren Scholarships. Full term study abroad program applications for the Fall open in February. Short-term study abroad programs are open for the Spring 2024, Spring 2025, and programs are in development for 2026.

XIII. Adjournment

Adjournment at 16:28.