

Committee on Governance Meeting Minutes
Meeting #12 (2016-17)
Monday, November 21th, 2016, 11:30 am – 1:00 pm
Faculty Governance Conference Room (SL 225)

In Attendance: Leonard Albano, Provost Bruce Bursten (arrived at 12:15pm), Tanja Dominko (Chair), Glenn Gaudette, Eleanor Loiacono, Mark Richman, Elizabeth Ryder (Secretary), Suzanne Weekes

1. Meeting called to order at 11:34 am.
2. Agenda was accepted as proposed.
3. Announcements
 - Update from the Subcommittee on TTT Faculty Growth (Profs. Ryder, Gaudette and Loiacono):
 - The subcommittee reported on its first three meetings where, ahead of developing any proposals for the growth of TTT faculty, the discussions centered on evaluating and establishing reasonable expectations for the number of credits that should be delivered by each TTT Faculty annually. Increasing the number of credits delivered per TTT Faculty (from the current average of approximately 350) could alleviate the current trend where a significant majority of credits are no longer delivered by TTT faculty (Provost's report for Academic year 2015-2016). The subcommittee is concerned that increasing the number of credits delivered by each TTT faculty member would take away from their time to remain active in research.

COG Discussion: Since the Strategic Plan calls for a 50 percent increase in research revenue in 3 years (beginning this year), it is unreasonable to expect that Faculty can accomplish both increased credit delivery and increased research revenue without a significant increase in the number of TTT Faculty.

- The subcommittee has also discussed the possibility to more actively recruit for TTT positions from our current NTT ranks where and when appropriate. The members agreed that a proposal for Faculty growth needs to address both issues described above in a comprehensive manner.

COG Discussion: A concern was also raised that with the modest number of searches already set for this year, the number of TTT faculty members will not increase significantly (if at all) for the first two of the three years during which our research revenue was to increase by 50 percent.

- Update on COG/COAP promotions nominating committee charge (Prof. Ryder and Albano)
At its meeting on Nov 18th, the nominating committee has developed a draft description for the charge to the Promotions Working Group. It includes three main tasks:

- Ensure that Tenured and Continuing Non-tenure Track faculty members in all departments receive mentoring for professional development and nomination for promotion (the Department Tenure Committees are responsible for mentoring Tenure-track Faculty).
- Revise the procedures and criteria used for the review of promotion cases for Non-tenure Track faculty members.
- Revise the policies used for the appointment and reappointment of Professors of Practice.

COG Discussion: Questions were raised about developing recommendations for the remaining concerns of the Task force regarding the procedures for a) sharing COAP's letter with the Provost and the candidate, and b) creating an appeals procedure. COG will address the appeals procedure in the upcoming weeks.

COG suggested that consideration be given to developing distinct proposals for TTT and NTT mentoring and professional development, as expectations for the two groups of faculty members are sufficiently distinct. COG also suggested that the current annual review could be incorporated into such a proposal and would formalize the purpose and the benefit of annual evaluations. Prof. Dominko will share with the Working Group all available past draft documents from COG and from COAP that already exist to help develop final recommendations regarding mentoring and professional development. A member noted that distinct Working Groups may be needed to adequately address distinctions between the needs of TTT and NTT faculty.

Prof. Albano reported that the working group will consist of 7-8 members that will collectively represent a diverse cross section across faculty ranks, TTTs and NTTs (2 Associate Teaching Professors, 1 Professor of Practice), and a Department Head. The committee expects to finalize the charge and the membership of the Working Group by Thanksgiving.

4. COG meeting minutes #11 (November 14th) were approved as amended.

Provost Bursten arrived at 12:15 pm.

5. Finalize Questions for Faculty evaluation of administrators

COG discussed its final recommendations for wording of questions that will be used in this year's Faculty evaluations of 1) the Executive VP of Academic Affairs and Provost, 2) Dean of Foisie School of Business, 3) Senior VP of Institutional Strategy, and 4) VP of Academic and Corporate Development. Final questions fall into five categories: Leadership, Resource Management, Personnel Management, Communication, and Climate and Culture. Before implementation, questions will be discussed with each candidate. The survey will be distributed in December with sufficient time to allow thoughtful evaluation through January. COG will summarize the evaluations and share them with the Faculty, the administrators being reviewed, the President, and the Chair of the Board of Trustees in the manner used in the recent past..

Prof. Loiacono left at 12:35 pm.

6. A letter signed by 24 concerned Faculty was sent to the Secretary of the Faculty, COAP and COG for consideration. Authors ask that “...*the process of revision of promotion criteria be slowed down to allow for opportunities for faculty to meaningfully engage with the proposed revisions...*” They add that “... *such a revision opens space to consider what we value as a faculty, what counts for impact, what spaces need to be made for diverse experiences and opinions, and how new institutional organizational structures affect promotion.*”

COG realizes that in the end, not everyone will be satisfied with final recommendations, but some COG members acknowledged that benefits could be gained by further discussions in smaller groups, within departments, etc., as suggested in the letter. Other COG members pointed out that the Task Force, COG and COAP have been soliciting feedback through many formats over the past 1.5 years. It is important that everyone has the opportunity to provide input. COG believes that broader faculty sentiments need to be respected and will urge COAP to consider this request.

7. Adjourned at 1:09 pm.

Liz Ryder, Secretary