

Committee on Governance: Minutes

Meeting #12: December 6, 2018

Faculty Governance Conference Room (SL 225)

Present: Len Albano (CEE); Kris Boudreau (HUA); Tanja Dominko (Secretary of the Faculty, BBT); Mike Elmes (FBS); Mark Richman (Secretary, ME); Susan Roberts (CHE); Wole Soboyejo (Provost); David Spanagel (Chair, HUA)

1. Prof. Spanagel called the meeting to order at 12:35pm; the agenda was approved as distributed.
2. The minutes from meeting #10 were approved as distributed, and the minutes from meeting #11 were approved as amended.
3. Report on Credits Delivered: COG has now received from the Provost's office the data concerning faculty census and credits delivered by TTTs and NTTs in 2017-18 categorized by department. A preliminary examination of the data (concerning the census and the credits delivered) indicates some small discrepancies that will need to be reconciled. The data will be incorporated into this year's COG report on the distribution of credits delivered. To complete the report, COG will also need a similar breakdown of online credits delivered.
4. Faculty Evaluation of Administrators: Prof. Boudreau has spoken to V.P. Flavin (Academic and Corporate Engagement) about his scheduled evaluation. V.P. Flavin indicated that his responsibilities have changed considerably and he is now more focused on corporate outreach with much less involvement in academic matters. He also explained that he is evaluated by the Board of Trustees every year and is the subject of annual 360 reviews conducted by V.P. Jones-Johnson (Talent Development, CDO).

Prof. Albano has contacted V.P. Tichenor (Institutional Strategy) about her scheduled evaluation, and she provided a description of her position. He will edit the questions that were used for her evaluation in 2016-17. Prof. Elmes has spoken to Dean Rissmiller about his scheduled evaluation. Dean Rissmiller will provide COG with helpful information concerning his responsibilities.

Provost Soboyejo suggested that it might be worthwhile to incorporate faculty input about administrators' performances into their regularly scheduled 360-reviews now being conducted annually by V.P. Jones-Johnson. The committee discussed the mechanisms by which the faculty would have input into these types of reviews. A suggestion was made that only the faculty members who are most knowledgeable about a particular administrator be invited to participate in such reviews. Concerns were raised that such a limitation would exclude input from many faculty members who might have useful insights.

5. Faculty Conduct Policy: The committee began reviewing a draft of a new Faculty Conduct Policy that Profs. Boudreau, Dominko, and Richman have been working on since late August with General Counsel Bunis. Work on the document has resumed after a suspension to address matters related to shared governance.

COG's initial observations about the policy included:

- i. a concern that the "Grounds for Misconduct" were too vague and should be made more explicit;

- ii. a suggestion that the policy be modified to address the possibility that the Dean to whom the initial allegation is reported might be biased against either the Complainant or the Respondent; and
- iii. a suggestion that the three faculty members who review the allegation be empowered not only to determine if the allegation meets the definition of misconduct, but also to judge whether the allegation is credible.

Discussion about the draft conduct policy will continue at COG's next meeting. The hope is that modifications can be made to the draft in time to send it out to the faculty for two-weeks' notice of a first discussion at the Jan. 10, 2019 faculty meeting.

6. The meeting adjourned at 1:50pm.

Respectfully submitted,

Mark Richman
Secretary, COG