

Committee on Governance: Minutes

Meeting #28: April 20, 2021

Faculty Governance Branch Offices

Present: Len Albano (CEE), Kris Boudreau (Chair, HUA), Tanja Dominko (Secretary of the Faculty, BBT), Tahar El-Korchi (CEE), Arne Gericke (CBC), Mark Richman (Secretary, AE).

1. The meeting was called to order at 10:37am. The agenda was approved under Emergency Use Authorization (EUA).
2. The minutes of meetings #25 and #26 were approved in the passive voice.
3. Review of Revisions of the Motions for Security for and Inclusion of Teaching Faculty: Prof. Richman and Prof. Boudreau summarized the changes to the motions that had been made based on input received at and since the April 8 faculty meeting and based on discussion at the April 12 COG meeting. Feedback has been received from the general faculty community, department heads, and several elected faculty governance committee members. In addition, changes have been made based on discussions between representatives from COG, the TRT Council, the Provost, and University Counsel. Those discussions have revolved around the draft letter to be used specifically for making probationary, three-year, and five (or more)-year appointments of Teaching Professors and Instructors with the expectation of long-term institutional commitment.

The first motion (including conditions of appointment) makes clear that for all faculty members holding secured appointments, a statement of *general* workload and responsibilities will be documented in the appointment letter, with changes during an appointment mutually agreed to in writing by the faculty member and the Department Head and/or Program Director. This gives department heads and/or program directors the degree of flexibility needed in adjusting teaching assignments during the term of an appointment while providing faculty members protection against significant increases in workload. In addition, the motion contains a clarification that performance reviews include assessing *all* contributions made by each faculty member. The current draft of the motion now also includes “significant decrease in the need or demand for program offerings when no reassignment is possible...” as an additional consideration in reappointment decisions.

The description of the proposed implementation of the first motion explicitly relies on department heads and/or program directors to distinguish current teaching faculty members with long-term responsibilities from those with short-term responsibilities, and it relies on department heads and/or program directors to use performance reviews conducted to date to identify all teaching faculty who are currently meeting or exceeding their job expectations.

No changes were made to the second motion concerning expanding the charge of the Faculty Review Committee to include grievances of decisions to terminate or not to renew appointments of non-tenure-track faculty members on 3-year or 5 (or more)-year contracts.

The third motion to formally expand the definition of the faculty, to extend the responsibility of the governance of the faculty to all faculty members holding tenured, tenure-track, or secured appointments, and to formally extend the protections of academic freedom to all members of the faculty was modified to require that the Secretary of the Faculty be a tenured member of the faculty. This modification, which was made due to several concerns raised since April 8 and due to COG's own concerns, recognizes the importance of the Secretary of the Faculty position as the senior elected member of the Faculty, the risky nature of the responsibilities borne by the Secretary of the Faculty, the need for the Secretary of the Faculty to oftentimes take controversial positions on behalf of the Faculty, and the ultimate protection that comes only from holding a tenured appointment. COG discussed additional mechanisms that would ensure broad representation while further protecting faculty governance representatives from reprisals. Those important discussions will be deferred until after the faculty votes on the three motions on May 6 and will continue next year.

Finally, Prof. Boudreau, Prof. Richman, and Prof. Dominko will reiterate to the administration the need to work with COG to also produce letters of appointments both for Professors of Practice and for short-term Teaching Professors and Instructors that are consistent with the language and protections contained in the motions and that ultimately will be included in the revised version of the Faculty Handbook.

The meeting was adjourned at 11:56am.

Respectfully submitted,

Mark Richman
Secretary, COG