Faculty Affairs Committee Meeting Minutes

January 18, 2024

Attendees

1. Jessica Lester
2. Cassandra Coble
3. Shabnam Kavousian
4. John Carini
5. Gerry Lanosga
6. Colleen Ryan (ex officio)
7. Katherine Ryan
8. Jonathan Michaelsen
9. Travis O'Brien
10. Minjeong Kim
11. Cale Whitworth
12. Shu Cole
13. Lana Spendl (ex officio)

Agenda

1. Approval of the December 2023 minutes
2. Update on the proposed P&T policy (Katherine & Jessica)
3. Discussion/feedback on the research ranks policy revisions
4. Potential revisions to teaching ranks discussion and next steps
5. Discussion of AAUP announcement
6. Discussion of needed revisions to policy [BL-ACA-D27](BL-ACA-D27) (deadline to add edits: February 1st)

Minutes

Approval of December 2023 Minutes

December 2023 minutes were unanimously approved.

Updates on P&T Policy Revisions

- Avoid reference to old policy; there wasn't one since there was only a handbook
- Use section headings; in general make consistent with policy format
- Be clear about start date of policy (point raised by Prof. Alex Tanford at Jan 16, 2024 BFC mtg)

- o There was discussion about this point; initially, general agreement was that since this policy codifies the previous handbook without substantial changes, there shouldn't be any impact on on-flight P&T cases. It may be moot to add an 'effective date'.
  - o There was additional consideration of the 'this policy supersedes unit policies' statement, which may be a substantive change since this previously wasn't a policy...the committee agreed that it should be effective on the day passed, which appears to be the practice for other policies.
- We also need to check consistency with ACA-37; suggestion is to distribute ACA-37 to BFC when this policy is first read at BFC

Discussion/feedback on the research ranks policy revisions

- Concern raised about "research" vs "research and creative activity"
- Also concern from a couple members that Research Professor and Senior Research Scientist are nominally identical in the table, whereas the previous ranks weren't.
- A concern was also raised about the research scientist (not research professor) track: how can we expect someone to become internationally recognized if they're working under someone else's grant their career?
- Also a concern about it being implied that 'grant funding' is the distinguishing feature between the two tracks: are there segments of the population unable to access this title because of this distinguishing feature?
- Might be good to be more broad in this policy and allow units to develop the specificity: have the policy provide a framework for units to develop this specificity

Potential revisions to teaching ranks discussion and next steps

- Feedback from BFC leadership on teaching ranks (e.g., assistant, associate, full teaching professor?):
  - o The NTT caucus includes only about 90 folks and not all of them hold lecturer positions. As of October 2023, there were 772 NTT on campus in total, 445 lecturers, 163 clinical, 137 scientists, and 27 professors of practice.
  - o A title change vote took place about 3 years ago and TT faculty were against such a change.
  - o Any proposed change needs to be fully vetted with lecturers from across campus.
  - o It would be useful to acquire input from OVPFAA on this matter as well.
- There was a general encouragement for FAC members to talk with lecturers about revision to the teaching ranks
- There was some discussion about whether there have been formal votes/surveys about changing the lecturer and senior lecturer titles; it appears not. There was a suggestion to possibly poll or survey the whole faculty.
- A question: will a title change come with an expectation change? There was some advocacy for it clearly being a title change?

- Will put this on the agenda for next time

Discussion of AAUP announcement

Discussion of needed revisions to policy BL-ACA-D27

(combined with above agenda item)

- Discussion about policy consistency with ACA-33
- Note about gap in policy: inability for faculty to effectively provide oversight for application of policy due to privacy
- Look at revised policy by Feb 1