

**Minutes**  
**Faculty Affairs Committee**  
**11/4/08**

**Attending:** Jim Nechols, Richard Hoag, Jennifer Askey, Donita Whitney-Bammerlin, Stacey Warner, Clyde Howard, Bill Hsu, Ellen Urton, Kaleen Knopp, Amy Schultz

**Approval of Minutes:** no objections

**Coordination of Subcommittees/Charges:**

Teaching Faculty Evaluation subcommittee--

- Should the Spoken English issue be discussed in tandem with the teaching evaluation issue? An internet-based TOEFL test will set the minimum acceptable linguistic competency for GTAs and faculty. Language is being considered for the UHB that will lay out remediation for those instructors who fail to meet minimum speaking and understanding proficiency.

Nov 18th—Next scheduled FAC meeting. Good date for subcommittee work. Nechols will pass along any materials he has relating to subcommittee work by that date.

**Salary and Fringe Benefits Report:**

- Dependent tuition waiver as a benefit
- The FAC might want to put together a report that synthesizes our salary AND fringe benefit status (relative to other institutions) in order to present something like dependent tuition as part of an overall package. This data should be available somewhere in the university administrative offices.
- Or, Bruce Schubert is replacing Tom Rawson (VP for Admin and Finance) and might be the person to talk to in terms of channeling our dependent tuition waiver issue, or other similar benefit issues. Frank Spikes is also someone to talk to—he should perhaps come talk to FAC and give the institutional history and strategize the bridge building.

**Dependent Tuition Waiver:**

- Brian Spooner's compensation task force (Provost set this up) has decided to concern itself more with the salary side of the equation. Thus the salary & fringe benefits committee would be the one to deal with this. Chair Varnadore said they would be willing to examine the addition of retired employees to the benefit.
- We will also need to work with the S&FB committee to foster the 12 credit tuition waiver proposal. Nechols suggests that our subcommittee do the initial heavy lifting on this 12-credit proposal. (he is the only one on this subcommittee and is looking for compatriots)
- If we ask S&FB to put together the data on the 12-credit-hour issue, then it would also be partly our job to help them draft a proposal for Faculty Senate.
- Discussion regarding the different bailywicks of the Provost's task force (Spooners) and the S&FB committee (Varnadore) and information sharing, goal setting, etc.

**Graduate Handbook changes:**

- We still have an outstanding revision to finalize and present to faculty senate, regarding Appx A and Graduate Student grievances. There is a sense of urgency from the Grad School and the University to get this taken care of.
- Last status was November and December, 2007, when Betsy Cauble discussed with Carol

- Shanklin some of the more contentious issues in the original wording proposed to FS.
- Currently there are two conflicting sets of regulations regarding grievances—one in the Grad handbook and one in the UHB. Current plan would be to use the Grad handbook, but this is obviously problematic, since any changes to the Grad handbook have not come before FS for approval.
  - Committee members' recollections were that FS asked the Grad School to look at UHB appendix G as a model. Status of the changes to their Grad Handbook appx A remains uncertain. Nechols will confer with Shanklin.

**Center for Engagement** is undergoing accreditation. This might affect how service learning is evaluated in the future and how faculty are evaluated, by including service learning in the teaching, research, and service elements of our annual evaluation.

One of the questions on the Carnegie and on the Higher Learning Commission instruments revolves around recruiting and evaluating faculty engagement.

We would like to have a representative from the Center for Engagement, David Proctor (Dir), come talk to us and have an information exchange. Faculty senators should check out the website to see what the Center is up to.

**Andrea Blair** will come to our first December meeting to discuss disability support. She also has an issue to bring up to our committee.

**Collegiality** as a “hanging” issue from last year's agenda. Was this part of our Appx G discussions, or is it something the committee needs to look into further. (Recollection seems to be that this was in connection with Appx G and Betsy dealt with the language issues and collegiality is no longer on our plate.)

**Appx G, while we're at it--** it appears that the final changes need to be cleaned up in a final draft for presentation. It is nearing closure.

**Chair for next year:** please let Jim know if you would like to be considered for next year.