FDAR Summary Minutes
October 30, 2017
3:10 – 4:00 pm
107 Lab of Mechanics

Attendees:
Claire Andreasen, Vet Pathology; Carmen Bain, Sociology; Jose Rosa, Marketing; Eliot Winer, Mechanical Engr; Panteleimon Ekkekakis, Kinesiology; Chuck Schwab ABE; Mark Looney WLC; Annemarie Butler Philosophy & Religious Studies; Dawn Bratsch-Prince, Provost Office. Absent: Chris Seeger, Landscape Arch
Replacement for Eric Weber, Mathematics - pending.

Cybox access working for all - yes

Discussion of FDAR feedback for Faculty Handbook Initiatives - Overview

7.2.2.5.1 Unacceptable Performance of Duty
Discussion of concerns submitted. Major discussion point added:
Extending the FH 7.2.2.5.1 to pre-tenure and non-tenure eligible faculty prior to process changes via FH 5.1.1.2, 5.1.1.2.1, 5.1.1.2.2

Motion: Motion to accept changes as written in 7.2.2.5.1 Unacceptable Performance of Duty and forward to Executive Board made by Annemarie Butler. 2nd by Eliot Winer.

Further Discussion:
Unsatisfactory Performance of Duty (FH 7.2.2.5.1) and examining the time of 3-5 years if best for change that also includes pre-tenure and non-tenure eligible faculty. After discussion, decided to retain the 3-5 time span versus changing to 2-5 years due to contract length for non-tenure eligible faculty and mid-career reviews for pre-tenure faculty that would be points in time for examination of Unsatisfactory Performance of Duty and further reviews. Also, this is initiated by the Dean and requires 3-5 years of documentation.

Vote:
In favor of motion: 8
Do not accept motion: 0
Abstain: 0
The motion unanimously passed

FH 5.1.1.2, 5.1.1.2.1, 5.1.1.2.2

Goals: focus on underlined changes in FH sections for process, especially an emphasis on:

• A specific action plan mediation process that is simple and efficient/timely; composition and duties of the mediation panel.

• If occurs, to enfold the annual performance review and post-tenure review into a seamless plan, if both are needed, to make 1 plan for the faculty member to address.

Action plan:
Eliot Winer – chair subcommittee to examine the changes
Contact Eliot if interested in assisting
• Examine sections to determine which issues are resolved by edits
• Examine sections to determine what gaps/issues are still present
• Can obtain feedback by administrators, committees that have to manage these issues
• Report update to FDAR at next meeting

Process for moving forward on P&T for technology transfer, patents-
Draft for Faculty Handbook; possible working group and input/cooperation with VP Research office – **tabled for next meeting**

**Increasing diversity of faculty serving in faculty senate and executive board**-
Mark Looney update- **next meeting**

**Climate survey** – feedback from your colleges/units to date- encouraging participation

**Update from subcommittees:**

- Facilities and Educational Resources Committee (FERC) – pending meeting with Associate Provost for Academic Programs Ann Marie Vanderzanden

- Recognition and Development Committee (R&D) –
Action: Chuck Schwab sent report, brought print out, and uploaded into Cybox

- Equity, Diversity and Inclusion Committee (EDI) – examining methods for effective representation in Faculty Senate; report next meeting of FDAR