I. Call to Order and RPA Discussion Policy

II. Introductions

III. Senior Vice-President and Provost Jonathan Wickert
   A. Faculty FTEs and Headcounts (5 mins)
      • Numbers of TTE and term faculty broken down by college and department
   B. Diversity & Inclusion and Campus Conversation on Racism (10 mins)
      • Faculty targeted hiring opportunities
      • Incorporating diversity into departmental mission statements, strategic plans, and governance documents and implementing metrics (see Bugeja’s InsideHigherEd article attached)
      • Diversity data to help us evaluate inclusion
         o For HLC, Karen Zunkel compared faculty numbers in F2014 to F2019. We’d like to see that data broken down by department (whether there are programs that are mostly white and male);
         o We’d also like to know how the faculty are distributed with respect to rank and leadership positions
   C. Student Evaluations of Teaching (15 mins)
      • Is there university-wide consistency with respect to how numbers are regarded? Should there be?
      • Is there university-wide consistency in who reads narrative comments? (e.g. faculty member alone; plus chair; plus dean; etc.) Should there be?
      • Separate from the issue of evaluating teaching are narrative comments being used in other ways?
         o Is there administrative-level review of comments (e.g. screening all comments for climate/conduct/EO words)
         o What guidance does the Department of Education provide about senior administrative review of potential misconduct in the classroom?
      • Would it be possible to change the survey so that narrative comments are one big field, instead of two or more? Who would we talk to about this?
         o That way, student comments that have the form “on the one hand, …; on the other hand, ...” don’t get mangled, because comments in different fields are not identified as being from the same author.
         o Also some students answer the questions (strengths/weaknesses) only because there is an empty field; this may give an exaggerated impression of how strongly they feel about the points they make.
   D. Workday/ISD (10 mins)
      • Cost-neutrality: How much additional cost has Workday/ISD added to date? How much more do we anticipate?
      • Continued frustration about tickets being closed without the problem being resolved
      • (Perhaps for Kristi Darr) Concerns about turnover, retention, and morale of ISD staff
         o How many people have left ISD positions? Are all ISD positions currently filled?
• Some tickets are not being processed because the person has left the position. When that happens, the ticket is not being picked up by another member of the team, but is being dropped.

• Mismatch: some of the training that is being offered is for processes that I won’t need for a while.

• It is difficult to search through the Job Aids, unless you know specifically what the Job Aid is titled. Could there be a better keyword search?
  ▪ This speaks to a more general concern about the search and help functions within Workday.

E. Collegiality, PRSs (5 mins)
  • Who will Provost Wickert likely appoint to the joint task force on collegiality?

F. Other comments from Sr. VP Wickert (5 min)

IV. Other items from the Floor (5 min)

V. Adjournment