

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, August 23rd, 2023 | 3:30-5:00PM
Minutes

DeKrey offered Biology as an example of many different disciplines within the School of Biology, but faculty can still conduct effective and fair faculty evaluations.

Consider forming one or more multi-program coalitions.

- It was suggested to offer faculty multiple options of who or what body would evaluate them.
- Could identify an outside faculty rep (from R2 institution) to get involved but concerns were raised over funding outside faculty.
- If serving on a grant with someone in another area, could they be a coalition member?
- Consider Emeritus Faculty members for faculty evaluations (BPM would need revision).
- Could student evaluations be advisory opinions? How much weight should they have?
 - Consider Diversity, Equity & Inclusion (DEI) in faculty, but need to balance this with student DEI.
 - What are best practices in faculty evaluations?
 - Look closely at evaluation instruments.
 - BPM states all evaluations shall be included; should we amend?
 - What are individual departments doing?
 - Some units may have already developed a way... For example, using 25% of student evaluations in faculty evaluations.
 - Some faculty may prefer to keep their student evaluations of instruction in their own teaching evaluation.
 - Who actually has the authority to generate questions on course evaluations?
- Barkley suggested looking at the issue of **Chair pay** (SEC).
- Garrett suggested a **Code of Conduct Policy Short of Dismissal**.
 - Concerns were raised about overwriting bad policy just for the sake of having a policy in place vs. having no policy at all.
 - Offer a way to make a “course correction” before getting to the termination level.

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 5:00pm.