

FHRC AGENDA 11/18/2014, 1:30pm

Discussion:

A. PRESENT AND ENGAGED

Item 1

At the last FH meeting it was decided to include a short edit to 4.2.3.2, 1. University Citizenship (instead of a revised paragraph that was originally presented), based on Rhonda Ridinger's work for further discussion. Insertions/edits highlighted.

1. University Citizenship

In the interest of maintaining broad participation in the decision-making process at the University, faculty must recognize their responsibilities to the organization and contribute fairly to the task of shared-governance **regardless of teaching modality. University Citizenship** includes, but is not limited to, service on program, departmental, college and university committees and task forces. In so doing, faculty members increase the level of self-determination in their ranks.

Service activities supporting University citizenship may also include collaborations and contributions for the collegiate well-being such as providing professional development, participating in campus discussions, and expanding opportunities for shaping the learning environment.

Exceptions to this policy requires Department Head approval for faculty members who have been given teaching assignments in locations away from campus or when it is necessary for faculty to spend dedicated time conducting research away from campus.

Item 2

The Concept Map is incomplete, but here is a list which Rhonda Ridinger provided prior to the October Faculty Senate meeting with a couple additions.

The central role of the Department Head in determining faculty performance and in meeting University Citizenship on an individual basis should be maintained. It is unclear to me about whether or not to specify approval of the Dean and Provost since they are already in the chain of command for faculty tenure and promotion, and annual reviews. Consistently in the FH, the Dept. Head makes personnel-related decisions and departmental guidelines are filed with and reviewed for "compliance and clarity" (p. 50) by Deans and the Provost's office.

From Dr. Ridinger's notes:

- 1.1.3.3. Service to the university...
- 3.2.2. The conditions of employment...performance expectations
- 3.2.3. Professionalism and collegiality...high standards of professional ethics...responsible member...
- 4.2. The obligation ... ethical conduct.
- 4.2.1.2.2. Faculty appropriately accessible to students...
- 4.2.1.3. Evaluations ... extent of strong teaching methods and degree of accessibility...
- 4.2.3.2. ...contributions to shared governance...
- 4.5.1.7. Faculty ... to assist in the advisement process through normal contacts with students both in the classroom and in the office.
- 4.5.1.8 Office hours
- 4.5.3.1. ...expected to participate actively in the shared governance structure of the university...
- 4.6.6. Annual performance review...high standards...coherent published policy ... open and encouraging process
- 4.6.7. Work assignments...negotiated with Department Head...
- 4.8.5. (p. 50) 5. Departmental guidelines will emphasize performance guidelines
- 4.8.7. New faculty, department tenure and promotion guidelines, expectations from Department Head...
- 8.3 Faculty Absences ... departmental guidelines, Department Head

We have recognized that faculty being present and engaged on campus is part of our responsibilities. The sum total of the above list suggests “being present and engaged” is an expectation and moral/ethical duty that largely falls within the purview of the Department Head and individual faculty member and in relation to departmental guidelines.

B. Minimum Enrollment Standards

Since the phrase “minimum enrollment standards” appears in several places in the FH in the context of receiving 2.5 % salary for outside of contract normal teaching load, perhaps inclusion in the Glossary: the minimum number of students needed to be enrolled in a course for it to remain offered for the ensuing semester shall be determined by the Department Head in consultation with the Dean. This would be in place of inserting “determined by the Department Head...”