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Faculty Affairs Committee Minutes of the Academic Senate 2020-12-01

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Minutes FAC Meeting

1 December 2020, 3:35-4:50 pm via Zoom

Present: Samuel Dorf, Deo Eustace, Mark Jacobs, Katherine Kohnen, Carissa Krane, Grant Neeley, Eddy Rojas, Andrea Seielstad, Kathy Webb, Mary Ziskin

1. Minutes from 20 November 2020 meeting were approved.
2. The FAC discussed plans for moving the University Promotion and Tenure Policy forward. It was agreed that FAC would not meet the Jan 2020 deadline and proposed the following revised timeline:
 - a. Timeline for FAC to generate draft (December/Jan)
 - b. Consultation with Deans/Associate Deans (Jan)
 - c. Consultation with Chairs Collaborative (Jan)
 - d. ECAS (Feb)
 - e. AS (Feb/March)

Carissa updated ECAS at the December 5 ECAS meeting.

3. Discussion of DE&I: The FAC continued to discuss how/where/what to include in the University Promotion and Tenure Policy draft, with a focus on 2 areas of impact: 1. DE&I requirements for candidates/evaluation criteria; 2. DE&I requirements for reviewers. It was decided that DE&I should be removed from the bulleted list, as is it a higher level pursuit to which all faculty should contribute. More discussion is needed.
4. Revisit Bulleted list: The following consensus language was developed and inserted into the working draft document:

The university recognizes that faculty engage in a wide range of activities related to these three areas that further the mission of the university. All faculty activities and contributions must be considered by units and departments including, but not limited to, community engagement; multidisciplinary; innovation; and diversity, equity and inclusion in evaluating each of the three areas.

The bulleted list was removed.

5. Action items for FAC members before the next meeting:
 - a. Revisit list of specific items to address:
<https://drive.google.com/drive/folders/1ceBxN8xwDvElbINgVFmmbXbbw6b3ds3n>
 - b. Review University Promotion and Tenure Task force report
 - c. Review Original University Promotion and Tenure Policy
 - d. Review Draft of revised University Promotion and Tenure Policy from ProPT/FAC
 - e. Review working draft of FAC revised University Promotion and Tenure Policy
6. Next FAC Meeting: Friday, December 11, 2020, 2:30-3:20