



University Committee Meeting Minutes

Wednesday, November 20, 2019

Present: Jim Loebel (Chair), Mark Klemp, Jon Shelton (notetaker), Heidi Sherman, Chris Smith, Gail Trimberger, Julie Wondergem,

Guests: Michael Alexander, Sherri Arendt, Kate Ontaneda, Bao Sengkhamee, Abbie Wagaman

1. Approval of Minutes:

Minutes from the Nov. 6, 2019 meeting were approved.

2. Discussion of streamlining of performance reviews for tenured faculty including frequency of determination of “research active” or “research and service active.”

With Provost Alexander, the UC discussed the different kinds of reviews that currently exist for faculty (annual, merit, post-tenure, and research-service active) and concluded a streamlined process is needed in which reviews are limited and faculty have recourse to appeal dean decisions related to research/service active designation. The UC also discussed the need to more clearly define what counts as research and service and standardize expectations across the four colleges.

3. Discussion of composition of faculty and instructional academic staff in delivering curriculum. The UC engaged in a wide-ranging conversation about tenure lines and the need to develop better procedures to ensure pay increases, faculty status, and better job security for instructional academic staff.

4. Discussion of a fund for posting positions to attract candidates from underrepresented populations. Provost Alexander suggested this was a good idea and will look into it.

5. Performance Reviews for Deans and Associate Deans. The UC also spoke with Provost Alexander about putting together a process for faculty and staff to provide feedback on the performance of administrators on campus. Both the UC and the Provost agreed the process needed to be formative and collaborative.

Meeting adjourned at 4:50 pm.

APPROVED 12/4/2019



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