FACC MEETING
March 19, 2018

MINUTES

PRESENT: Dr. Ron Larsen, Dr. Matt Redinger, Dr. Michael Barber, Dr. Joy Honea, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Kurt Toenjes, Dr. Suzette Nynas, Ms. Trudy Collins

Minutes: By Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

Agenda Item 1: February 5, 2018 minutes – Approved

New Issues/Business Before the FACC:

Agenda Items B & C: Paul Pope and Ana Diaz rank advancement application appeals.

Joy reported that two appeals came to her in response to the Provost's recommendations for rank advancement.

- Dr. Paul Pope and Dr. Ana Diaz both were recommended to receive tenure but not rank advancement.
    - Both of these candidates are alleging factual error and prejudice.
- The FACC members are to form ad hoc committees to see if any violations were committed in this process.
- Joy is willing to approach the individuals recommended for each committee to see if they are willing and able to serve.
- The clock starts the 30-day process as soon as the committee is formed.
- Joy said the committee can interview the candidate.

The FACC members decided on the following committee members for each candidate:

Committee for Paul Pope: David Butler, Rakesh Sah, Matt McMullen
Alternate: Debra (Johnson) Schoenfeld

Committee for Ana Diaz: Jim Barron, Jen Lynn, Natalie Bohlmann
Alternate: Tom Rust

Charge from the FACC:

- Per CBA 9.550, they have 30 days, they can request an extension from the FACC.
- A written report for each candidate is required.

- The job of each committee is not to evaluate whether or not the candidate should receive rank advancement they are to evaluate only the materials provided in answer to the charges alleged by the faculty member.
- Committees start with the binders and letters from the DRTC, Dean and Provost.
- Kurt asked if these reports are subject to a legal discovery outside of the Institution.
    - The BOR policy states it goes to President Cruzado and after that the Commissioner.
    - As in all performance reviews, and if there is an appeal, there is a potential for legal action.
- Joy will craft an email template to send to each person selected by the FACC, referencing the CBA section, and she will send it to the group for review before sending it to the individuals.
- Ron said do <u>not</u> disclose the name of the faculty member they will be reviewing.
- A chair will be selected by the individuals when they meet.
- Continuing item.

<u>Continuing Issues</u>:

<u>Agenda Item 2A</u>: True hybrid courses ("Hyflex" course design).

- Joy said on the Hyflex item there is nothing to report.
- Sue Balter-Reitz wants a list of questions to ask at the training.
- Continuing item.

<u>Agenda item 2B</u>: Distribution of the compression funds.

- No news on the distribution of compression funds.
- Continuing item.

<u>Agenda Item 2C</u>: Inventory of non-salary benefits of being on faculty.

- Nothing new on the non-salary benefits.
- Continuing item.

<u>Agenda Item 2D</u>: Faculty performance review materials – Implementation of Digital Measures.

- Nothing new to add.
- Revision and standardization of student course evaluations is in. Michael is waiting for Bozeman to come on our campus to do a demonstration.
    - We devise an instrument and Bozeman implements it.
- Kurt asked what type of phone instrument is needed. Michael said any mobile device.
- Kurt said some students don't have these phones so computers will be needed.
- Michael will keep the group updated on when the demonstration will be.
- Continuing item.

Agenda Item 4A: Summer teaching compensation proposal.

- Summer teaching item is ongoing per Joy because registration is ongoing.
- Completed item.

- Joy & Salem will not be here for the next meeting on April 2nd.
- The group decided to cancel this meeting.
- A calendar cancelation will be sent out.

Adjourned: 2:45 p.m.

Next Meeting: **April 16**, 2018
2:00 – 3:30 p.m.
CCR