

Final Report 2014-2015 Tasks/Charges for the Faculty Affairs Committee:

Members (Ha Brookshire, Johnson, Khatri, Lory, Lupo, Montgomery-Smith, Tyrer)

The Committee chair is Tony Lupo. However the Committee Membership asked Tyrer to lead the committee since Lupo was on sabbatical in Russia. Email connectivity and even Skype were not viewed as satisfactory alternatives.

Goal. Continue to work with the deans, research office, provost, Chancellors and the UM system to develop academic reforms in bringing about a culture of academic excellence at MU which include increasing extramural funding, enhancing citation of MU faculty publications, national/international ranking/awards of MU faculty etc.—all aimed at improving MU's overall standing within the AAU.

Below we show the tasks as bulleted items and the effort directly below.

- Work with the Fiscal Affairs committee in addressing budgetary policies to address if MU's current/revised budget distribution reflects changes being implemented in the campus strategic plan. and to deal with strategic planning in implementing various recommendations as set forth in the campus strategic plan.

Budget Allocation Advisory Council (BAAC) : The committee provided several names to the Chair of FC from which the Chancellor chose two. This facilitated the creation of the Budget Allocation Advisory Council (BAAC) by the Chancellor.

MU Strategic Operating Plan MUSOP: Additionally a second committee called the MU Strategic Operating Plan committee was formed and names provided

- Look into Graduate Faculty Senate (GFS) rewrite of their by-laws. This is largely an advisory issue. Tyrer to inform EXEC that role is advisory and they are looking for reading and critique. FA members should read the by-laws and suggest changes. Council at large can do the same thing

The Graduate Faculty voting period on the proposed revisions to the Graduate Faculty Senate by-laws ended April 20th. The ballot result on whether to accept the revisions as proposed was, 455- Yes; 28 –No

Thus, the revised by-laws as proposed have been ratified. The revised by-laws will be posted on the Graduate Faculty Senate.

- Coach survey follow up “Big one”. FAQ members should read and evaluate and discuss the data, identify trends, and provide analysis to Council

COACHE survey results: Faculty Affairs committee followed up with the Interim Provost, Ken Dean, on the results of the COACHE survey (faculty satisfaction survey conducted in 2012). We received the data, both in aggregate and per college/school in fall 2014. Subsequently, we requested and received a report on any work being done to improve faculty satisfaction at each college/school in December 2014. We plan to follow up the outcomes of such work in fall 2015.

- Any other activities of importance to MU Faculty Affairs as deemed appropriate by the FC and the chairman of FC.

Faculty Titles: We summarize what to do after the committee discussion with Deborah Noble-Triplett and then the informal discussion with Chair of FC afterwards...

1. Clearly the issue with Professional Track faculty comes from a conflict in how the CRR is interpreted by Ms. Triplett, Ken Dean, Vice Provost Ouart and others. Based on comments by both there may be an opportunity in the relatively near future to revise wording in 310.035 to insure our understanding of campus control of defining faculty is clear. It is useful to provide FC chair a recommendation on how to clarify the wording.
2. The other large issue is clarifying how campus control is established on the designation, hiring and promotion of faculty positions – particularly full-time, ranked, non-regular faculty. FC needs to review how such faculty control is defined for tenured faculty and then lay the groundwork to mirror that control on the MU campus for NTT ranked faculty.

The Committee's acting Chair states that "Faculty define who are Faculty". This work shows that control has been weakened. Moreover there is important work to be done to insure that the role of Faculty is clearly defined and integrated into our campus bylaws for all Faculty.

Ad hoc Committee on Raise distribution ACCORD: The committee created the Ad Hoc Committee on Raise Distribution to review the recent two raises and Faculty attitudes about the raises given at MU

There has been substantial comment about the recent raises given to MU faculty and the manner in which it was done. The committee assessed by division the amounts given and faculty response to those raises. At the divisional level they reported what happened to the money in percent and dollar amounts. It is not important who got the raises but how much was given. For example an average value will be substantially increased by small numbers of large raises in contrasted with large numbers of small raises. A second concern is that of the individual attitude of faculty toward the raises and the faculty's understanding of the process used.

Qualtrics was used to get faculty attitudes and responses.

Chair Bill Lamberson

Members

Sudarshan Loyalka

Marcia Shannon

Stephen Montgomery-Smith

Karen Piper

Bill Wiebold

- Shared governance challenge to the Deans Visibility on Faculty Evaluations, budget, Chair training, Future of the college or unit, and plans for developing excellence. Implement transparency in recruitment procedures at all levels of faculty and administrators' recruitment through shared governance. .

This needs further development next year.