

## IFC Meeting Minutes

November 2, 2018

### 1. myVITA

- a. IFC expressed concerns in the following areas
  - i. Confidentiality: Violates language in places
  - ii. Access: When chairs submit to Deans they can't get it back
  - iii. Time Consuming: lots of work for little return, reproduction of efforts
- b. Action items requested:
  - i. Circulate permission structure
  - ii. What is the purpose, return?
  - iii. Feedback loop

### 2. Promotion & Tenure

- a. The outcome of summary seems to be consistent with what is seen on campuses.

Consensus is provosts are open minded to taking a closer look at the process. If a task force were to come together they have a good start using Reem's research and Tina's report
- b. Discussion:
  - i. Collected rules should not dictate how we do tenure (should not include restrictions)
  - ii. Consider what happens at department level. How are we looking at faculty performance
  - iii. A lot can be accomplished by paying attention to procedure. P&T policies should follow best practices. Referencing: 320.035 B.2.C. (tenure, not promotion in special circumstances)
  - iv. Key issues to consider:
    1. What happens at the department level
    2. How are we looking at faculty performance
    3. Procedures/best practices
    4. Supporting mid-career faculty to achieve tenure (if desired)
    5. Culture changes needed
    6. What is service? Is being the chair of a department considered service?
    7. Recognizing interdisciplinary work
    8. Training for P&T committee members
    9. If you broaden the criteria the lines get blurred between NTT and TT.

- 10. Cautious about others taking advantage... recommended vs. required.
    - v. Provosts would like to see more flexibility. Flexing the standard to move to professor. There needs to be better metrics, must make case.
    - vi. **Next step:** assign to mid-career task force
- 3. Employee Value Proposition (Marsha Fischer)
  - a. Core elements in onboarding and training
  - b. Changes from Chronicle based on feedback in earlier meetings
  - c. Detailed roadmap on slide 6
  - d. This is not an HR process it must be institution wide
  - e. Tenure – will be faculty driven
  - f. Discussion
    - i. Importance of getting faculty input from the beginning
    - ii. Service functions may need more clarification or needs to be integrated better (slide 3)
    - iii. Research under “transform lives” – why placed there, it could fit under different buckets
    - iv. Is there a better sequence for slide 5?
  - g. Communication is working on putting the information on a website and videos that illustrate the concepts
- 4. President Choi
  - a. Department chair selection process
    - i. The process is varied among the universities and from department to department
    - ii. This is a critically important role
    - iii. Ensure that the selection committee is inclusive
    - iv. Changes being made:
      - 1. Must be an academic with focus on teaching/research but also must have administrative experience
      - 2. Faculty voice must be prominent in selection committees
      - 3. Time with review at will of the Dean
      - 4. This will be a discussion item at the November Board of Curators meeting
    - v. Discussion:
      - 1. Department chairs versus department heads
      - 2. Everyone should be held accountable
      - 3. Search committee selection process should be solidified
  - b. Project Unify
    - i. The project looks at the four university’s student information systems to make processes and deadlines consistent
    - ii. There are 46 recommendations to implement by December 31<sup>st</sup>
    - iii. Rick Baniak is the lead on this effort



- ii. General education requirements revision has slowed a bit but still making progress
    - iii. Website redesign will launch on December 3<sup>rd</sup>
    - iv. Concerns on how faculty research counts. UTSA talked with faculty about how to rethink how they do research
    - v. Challenges around the changes about the indirect costs of research – cost sharing is going to be reevaluated
  - d. S&T
    - i. Committee looking at graduate student funding – Policy 226 to have a broader look
    - ii. Revising bylaws – adding deans and other changes where consistency was needed
    - iii. There was a +/- grading rumor but this has been fixed
    - iv. Chancellor search committee is in progress
      - 1. December 4<sup>th</sup> the committee will review candidates
- 6. NTT
  - a. Worked on this last year to give more notice of non-renewal 46cn/TT1t.-9TJEMCact 20