

FACULTY GOVERNANCE COUNCIL
November 17, 2014
9:00 – 11:00, Westside A

Attendees: Michelle Bourgeois, Mike Barker, Marion Becker, Jerri Edwards, Lise Fox, Bill Haley, Ryan Henry, Celia Lescano, Kathleen Moore, Rachael Powers, Rick Weinberg

Guests: Julie Serovich, Catherine Batsche, Nancy Wisgerhof

Topic	Discussion	Action
Review and approval of minutes	A motion was made to approve the minutes with a minor, grammatical correction; the motion was seconded and approved by majority vote.	Minutes approved with minor correction.
Dean Serovich – update and Q&A	<p>Rehabilitation & Mental Health Counseling is considering a possible partnership with either Mental Health Law & Policy or Child & Family Studies. There are ongoing conversations within RMHC and with MHLP and CFS. The purpose of the discussions is to look at ways to strengthen departments/programs (e.g., providing infrastructure to RMHC). A question was raised about a policy that a department must have a minimum of 10 faculty. The Dean was not aware of such a policy.</p> <p>BOG performance indices were tweaked. They will use additional sources of data. CBCS needs to always be looking for ways to be stronger. A concern was raised that our salaries don't compare well to other disciplines and so we won't do well with that metric. The Dean indicated that the salaries are compared within the discipline, not as a whole.</p> <p>Faculty Rate – budget cuts took all of our vacant rate. We now have more rate, but there are big strings attached. For example, the rate from our faculty positions that came from Lakeland will revert to the President in the event of a vacancy. The rate for the Instructors from Lakeland has already been removed and we are now funding them. We have to be strategic in recruiting and must justify our recruiting plan. This year, we used accreditation and student credit hours as the primary reasons to fill vacancies or new positions.</p> <p>In response to a comment that the council members appreciate getting information about what's happening so they can provide feedback, the Dean stated that she goes to those involved/impacted first. For example, if RMHC had rejected the idea of a merger, there would have been nothing for the Council to discuss. The Dean further stated that it's difficult to include faculty in decisions that occur over the summer such as the budget and faculty recruiting. She'd be happy to meet with the Council in the summer if the members are willing to meet. A council member commented that the faculty want to be proactive rather than reactive and they want to help problem-solve; however, not</p>	

	<p>all of the members are willing to meet in the summer if they're not being paid.</p> <p>When asked how much impact the Council will have on decisions made in the College, the Dean urged them to stay up to date on the issues. She told them that she would keep them updated in the meetings and asked that the meetings be scheduled so that she can attend. She also suggested that they listen to the BOG meetings, check the BOG website for information, and go to the Faculty Senate with their issues.</p> <p>Requirements for credentials for new faculty hires – There has been a great deal of discussion on all levels about the hiring criteria; however, the Dean didn't believe that this requirement would change because performance metrics will require more faculty with funding. The President will consider exceptions on a case-by-case basis, but only if funding isn't available or if there an exceptional junior faculty candidate. This may mean changes in programs; e.g., there is funding for aging issues but Social Work has no coursework in Aging. This is new to us and so there is a learning curve. We have to develop new strategies on attracting the right faculty. One member suggested that the Council should consider how CBCS/departments can position themselves to be successful. Another member stated that searches can't be for Assistant Professor level and that we have to offer support through start-up funds.</p>	
Research Council	<p>Changes suggested in the last meeting have been made. A motion to accept the changes was passed.</p> <p>Vote was taken on the Research Council members. Tammy Jorgensen Smith, Heather George, Joseph Walton, and Carla Smith Stover were selected.</p>	Changes were approved.
CBCS Internal Awards Committee	<p>The list of all the College awards that were suggested for consideration (note all but the last two are intended for faculty):</p> <ul style="list-style-type: none"> • Outstanding Community Impact/Good Community Partner/Community Engagement • Innovative International/Global Initiatives • Innovative Behavioral Health Services Research • Outstanding Undergraduate Teaching • Outstanding Graduate Teaching • Outstanding Clinical Instructor • Outstanding Mentor for Faculty Peers • Outstanding Mentor for Students • Outstanding Undergraduate Student • Outstanding Graduate Student <p>The suggestion was made that "Clinical Instructor" be changed to "Instructor" to be more inclusive.</p>	
New Business	Tenure & Promotion Guidelines	

	<ul style="list-style-type: none">• The Council issuing a stance on the tenure term for the College. Catherine Batsche stated that the T&P subcommittee will seek input from faculty and they may do it in conjunction with the Council. She also clarified the motivation in changing the length of the tenure clock.• The subcommittee should report back to the Council in January, before the January 15th deadline.• The Dean/Provost will overturn a decision by the department only if procedures aren't followed or undocumented/unsupported claims aren't felt to be founded.• Psychology's criteria are being promoted as a good model. <p>There will be no meeting in December.</p>	
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