

UNIVERSITY REVIEW COMMITTEE
Illinois State University

Friday, September 27, 2019
12 p.m., Hovey 401D

MINUTES

Members present: Frank Beck, Chad Buckley, Kevin Edwards, Yoon Jin Ma, Nancy Novotny (via telephone), Melissa Oresky, Rachel Shively

Members not present: Sam Catanzaro (non-voting), Diane Dean, Joe Goodman

Others present: Dallas Long (Associate Dean, Milner Library), Bruce Stoffel (recorder)

Note: In these minutes “URC” refers to the University Review Committee at Illinois State University; “Caucus” refers to the Faculty Caucus of the Academic Senate at Illinois State University; “ASPT,” as in “ASPT policies” or “ASPT document,” refers to Faculty Appointment, Salary, Promotion, and Tenure; “ASPT 2022” refers to the ASPT policies document to be drafted by URC, recommended by the Caucus, and approved by the President to take effect January 1, 2022; “CFSC” refers to College Faculty Status Committee as provided for in ASPT policies; “DFSC” refers to Department Faculty Status Committee as provided for in ASPT policies; “SFSC” refers to School Faculty Status Committee as provided for in ASPT policies; and “AFEGC” refers to the Academic Freedom, Ethics, and Grievance Committee as provided for in University Policy 3.3.8A and referenced in the ASPT document. Any and all references in these minutes to DFSC or SFSC are intended to refer to both DFSC and SFSC.

I. Call to order

Chairperson Rachel Shively called the meeting to order at 12 p.m. Attendees introduced themselves.

II. Approval of minutes from the September 13, 2019 meeting

Chad Buckley moved to approve minutes of the September 13, 2019 URC meeting as distributed to committee members prior to the meeting. Frank Beck seconded the motion. The motion passed on voice vote, with six ayes and one abstention (Yoon Jin Ma).

III. Request from Milner Library for URC approval of College ASPT standards revisions

Dallas Long, Milner Library Associate Dean and Chairperson of the Milner Library CFSC, addressed the committee regarding the request from his college for URC approval of revised college ASPT standards (see attached). Long explained that Milner Library faculty has approved two changes to the standards. One change enables the library to hire librarians who hold a master’s degree conferred by a university located outside the U.S., so long as that university offers a library science master’s degree program equivalent to library science degree programs in the U.S. accredited by the American Library Association. Another change deletes the requirement that candidates for faculty positions have an additional advanced degree, beyond the master’s degree in library science. Long noted that having a second advanced degree has been a long-standing requirement for Milner Library faculty appointments, but the requirement is uncommon in the library field. Long explained that fewer people are pursuing library science degrees, which is making it difficult to attract applicants for library faculty position openings. Long reported that library faculty studied hiring policies of libraries at comparator and aspirational universities and found that all but one university requires only the master’s degree in library science.

Shively asked committee members for feedback regarding the changes described by Long. Committee consensus was that the request is straightforward and reasonable. *Kevin Edwards moved to approve the Milner Library college ASPT standards as revised by Milner Library faculty. Chad Buckley seconded the motion. The motion carried on voice vote, all voting in the affirmative.*

IV. ASPT 2022

Shively explained that she set aside the remaining meeting time for the ASPT 2022 subgroups to meet and begin their discussions of the issues assigned to them (see attached). She asked that the full committee reconvene thereafter for subgroup reports. Nancy Novotny asked how the groups should proceed with their discussions, whether all groups should organize their discussions the same way. Melissa Oresky said it was her understanding that the subgroups are to focus their discussions first on issues categorized by URC as “higher and shorter” and then discuss issues categorized as “higher and slower” and “lower and shorter.” Shively confirmed that to be the preferred approach while noting that subgroups have flexibility to vary from it if they prefer. At 12:10 p.m., committee members divided into their subgroups and discussions commenced.

The full committee reconvened at 1:15 p.m.

Buckley reported for Subgroup 2 (Buckley, Novotny, and Oresky). Buckley said the subgroup discussed revising the ASPT document to explicitly permit faculty members to initiate a complaint with AFEGC, as ASPT committees are permitted to do. Buckley said the group examined each related section of the ASPT document and has started drafting proposed changes. He said the subgroup will work on additional wording changes after further review of AFEGC policies. Buckley reported that Subgroup 2 also reviewed common standards for promotion (Section VIII.F). He said the subgroup discussed issues of quality (of faculty contributions) and relation to discipline-based standards and also discussed adding references to DFSC/SFSC and CFSC guidelines.

Edwards reported for Subgroup 1 (Edwards, Ma, and Shively). Edwards said the subgroup discussed sections of the ASPT document related to conflict of interest, faculty assignments, service, and confidentiality and began discussing the concept of program faculty status committees (which the current ASPT document does not provide for). Edwards reported that the subgroup decided to incorporate provisions of the amorous relations policy (University Policy 3.1.44, revised May 1, 2019) by changes to Section 1.B and by reference to the university policy), ask Sam Catanzaro for details regarding his concerns about the faculty assignments passages in Section VII.B., and make a minor revisions to the passage in Section I.D regarding confidentiality of ASPT discussions. Edwards said that although URC has spent many hours (in recent years) researching and discussing service assignments, the subgroup is still not clear what specific language changes would be useful to address diverse concerns across various units. He reported that the subgroup would like to ask Susan Kalter (Academic Senate and Caucus chairperson) to again confer with URC regarding service assignments, specifically what changes in the ASPT document the Academic Senate would like to see with regard to service assignments. The subgroup will also look back at previous URC discussions regarding service for more guidance, Edwards added, noting that service is an issue that the full committee will need to discuss. Edwards said that regarding program faculty status committees, the subgroup would like to hear from faculty members who could be impacted should such committees be enabled in the ASPT document. Shively added that the subgroup needs more information from Catanzaro and others regarding the concept.

Shively asked committee members if setting aside time during the URC meeting for subgroup discussions is useful. Committee members present agreed that it is. Shively suggested that she continue setting aside URC meeting time for subgroup discussions, as long as the committee has attended to its other business. She said she does not think the subgroups need to meet outside the regular URC meeting times, as the subgroups are making good progress toward compiling their ASPT 2022 recommendations. Committee members present concurred.

Bruce Stoffel suggested that committee members contact Cera Hazelrigg of the Academic Senate office if they have questions about Academic Senate or Faculty Caucus actions or need any Academic Senate or Faculty Caucus documents for their work on ASPT 2022. He said Hazelrigg will be happy to assist if she can or refer committee members to Academic Senate/Caucus Chairperson Kalter if she cannot.

V. Other business

Shively reported that she will be scheduling a meeting (with staff of the Office of Planning, Research, and Policy Analysis, staff of the Office of Equal Opportunity and Access, and Catanzaro) to discuss logistics of equity review study phase one. Shively said she will update URC meetings regarding that matter at the next URC meeting.

VI. Adjournment

Oresky moved that the meeting adjourn. Edwards seconded the motion. The motion passed unanimously on voice vote. The meeting adjourned at 1:25 p.m.

Respectfully submitted,
Kevin Edwards, Secretary
Bruce Stoffel, Recorder

Attachments:

College Standards, College Faculty Status Committee, Milner Library, Illinois State University, revised and approved September 12, 2019 by Milner Library CFSC, September 13, 2019 by Milner Library DFSC, and submitted to the University Review Committee September 13, 2019

Subgroups, ASPT 2022, University Review Committee, Fall 2019, revised September 13, 2019