

UNIVERSITY REVIEW COMMITTEE
Illinois State University

Friday, October 25, 2019
12 p.m., Hovey 401D

MINUTES

Members present: Chad Buckley, Sam Catanzaro (non-voting), Kevin Edwards, Joe Goodman, Nancy Novotny, Melissa Oresky, Rachel Shively

Members not present: Frank Beck, Diane Dean, Yoon Jin Ma

Note: In the 2019 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. “PRPA” refers to the Office of Planning, Research, and Policy Analysis at Illinois State University.

I. Call to order

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

II. Approval of minutes from the September 27, 2019 meeting

Buckley moved to approve minutes of the September 27, 2019 URC meeting as distributed to committee members prior to the meeting. Novotny seconded the motion. The motion passed on voice vote, with six ayes.

III. ASPT 2022 Working Group reports and discussions

The Committee's discussion spanned several ASPT 2022 Revision issues that were previously identified and assigned to ASPT 2022 Working Groups; see Minutes of 9-27-19 for topics and group assignments. Shively reported on ASPT 2022 Working Group 1 consideration of several issues. Regarding conflict of interest (Sec I.B), Shively discussed adding language to expand spousal COI to any relationship falling under "amorous relationship" guidelines as suggested in Minutes of 9-27-19. Catanzaro suggested ASPT should advise recusal for any conflict of interest, rather than specifying these two examples.

Regarding assignments given to faculty (Sec. VII.A-B), Catanzaro clarified that this section should point out that Chairs' assignment letters are authoritative, and not negotiable. The time for ironing out differences between a Chair and faculty member would be earlier in the process, not after the assignment letter is given.

Regarding the Service category, Working Group 1 issued an invitation to Senate Chair Kalter for Nov 1, 2019 to meet and discuss ideas from the Senate. Shively and Catanzaro discussed the idea that Service could be considered an inherent responsibility of being a faculty member, rather than a separately defined fraction of effort; Oresky asked if this idea is put in action at other universities. Service naturally evolves over time, often with increasing levels of responsibility expected of longer serving faculty, making it hard to define a set level of service required. We considered that it is difficult to fairly distinguish between "baseline" expected levels of service, and paid or unpaid "extra service". For example, an AFEGC hearing may run past the May 15 appointment period, but still needs to be completed by those faculty (without pay). Faculty working 50-60 hrs a

week is not unusual, and thus percent efforts do not map very well onto real time committed to service. There can be variations across departments in the overall workload of service that falls to faculty vs staff.

Oresky: Anecdotally, there have been cases where extra service is encouraged to cover deficiencies in teaching or research, for tenure purposes. But Catanzaro noted "no one gets promoted" just on exceptional committee service, as faculty mentoring should make clear.

Goodman: chairs may purposely or passively give more service load to those who are enthusiastic about their work, giving a relative benefit to service-averse faculty (citing an article entitled "Understanding Contemporary Forms of Exploitation: Attributions of Passion Serve to Legitimize the Poor Treatment of Workers"; Kim et al. 2019)

ASPT 2022 Working Group #2: Buckley reported that new language is in prep regarding AFEGC issues.

Oresky and others discussed the need for mid-probationary period "pretenure" review. Catanzaro indicated that a pretenure review is usually a good support mechanism for faculty, and is working well in CAS. The pretenure review gets the mechanics of the tenure application in place early. Unlike the tenure package, it is not sent up to the CFSC; rather it is meant to be a formative assessment. It helps to avoid the problem of faculty having a run of satisfactory annual evaluations that, nonetheless, do not add up to a strong tenure case. Novotny offered idea of CFSC also reviewing these pretenure reviews.

Oresky: should we ask our departments if they favor this? Catanzaro: URC is representing the faculty, so URC is free to either seek input or to use their own sense of faculty opinion. Each unit would implement pretenure review in their own way; the University ASPT could just provide a basic call for such guidelines to be added to the Units' ASPT documents. Goodman: can we show the CAS model is beneficial, using tenure data?

Catanzaro: issues with classifying separations (departures from ISU) makes this difficult.

Concerning outside review letters for tenure/promotion, Catanzaro discussed possible procedures for choosing letter writers.

IV. Other business

It was noted that Shively, Goodman and Catanzaro plan to meet with PRPA and Office of Equal Opportunity and Access (OEOA) reps concerning Equity Review data, on Oct 28.

V. Adjournment

Goodman moved that the meeting adjourn. Oresky seconded the motion. The motion passed unanimously on voice vote. The meeting adjourned at 1:30 p.m.

Respectfully submitted,
Kevin Edwards, Secretary

Attachments: None