

University Review Committee
Minutes: 14 January 2022

Members present: Roberta Trites (non-voting), Chad Buckley, Miranda Lin, Kevin Edwards, Erin Reitz, Frank Beck, Melissa Oresky, Bo Park, Ron Guidry

Absent: Joyce Walker.

Began 9:32

Agenda:

The University Review Committee reviewed the memo sent by the Academic Senate Faculty Caucus to the URC on December 13, 2021.

1. Annual evaluations: The URC addressed the rationale for an extra 2 weeks of D/SFSC deliberation, and effects on salary incrementation and the appeals process. Goal is to provide extra time so that pre-tenure reviews, which are higher-stakes, get sufficient attention. Trites suggested that the way it is currently implemented, the salary incrementation process would not be affected, and also there should be enough time for appeals to be filed. Other members generally agreed.
2. Conflict-of-interest: The URC extensively discussed four versions of the revised conflict-of-interest policy that were proposed by Senate. Chose one option (Version 3), and added a clause on the consequences of FSC faculty with a conflict of interest who fail to recuse: "Failure to recuse in response to a conflict of interest would provide grounds for an appeal of an ASPT decision." Considered referencing the other relevant ISU policies.
3. Additional policies addressed:
 - Clarifications were discussed and added regarding FSC minority reports, faculty assignment letters (VII.B, which the Senate substantially revised), and faculty reporting their service activities.
 - The preamble to Section VIIIA was discussed at length and modified to stress the goal of evaluating the quality and significance of work for promotion decisions, eliminating the seeming tension between counting "quantity" vs. "quality" in promotion proceedings. Trites: some units will prefer to use the counting of products in their evaluation process, and this passage should account for that. Discussed how expansively to define a faculty member's professional/discipline-related contributions. Considered that the general term "impact" should not be confused with the narrower metric of journal impact factors. "Importance" or "significance" of contributions should be emphasized, but may play out over a longer time-frame.
 - Ultimately, the URC accepted, and in some instances modified, changes proposed in the Dec. 13 memo to the following policies: I.B, I.D., V.B.1, V.B.1.a, VII.A, VII B, VII.D, VII.G, VIII A.

Approved

- Additional suggestions in the memo will be pursued at the URC meeting on Friday, 28 January 28, 2022, 9:30 – 11 a.m.

Additionally, URC Chair Buckley will contact Cera Hazelrigg for information about the Zoom address for the Faculty Caucus on January 19, 2022. He will distribute this information to the URC.

Addendum: Faculty Caucus proposed revisions of URC recommendations (received 12/13/2021)

Frank Beck moved; Bo Park seconded; adjourned at 10:59 a.m.