

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 31st
 - 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 3rd
 - 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 4th the committee will review candidates
- 6. NTT
 - a. Worked on this last year to give more notice of non-renewal