

[In these minutes: 1. Report on Teaching Load Equity, 2. Resolution Concerning the Retention of Faculty Lines, 3. Resolution on Faculty Appointments]

## **FACULTY AFFAIRS COMMITTEE (SCFA)**

### **MINUTES**

**THURSDAY, JUNE 3, 1999**

**3:00 - 5:00**

**229 NOLTE**

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the view or, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

**PRESENT:** Kent Bales (Chair), Josef Altholz, Carole Bland, Janet Holdsworth, Marcia Pankake, James Perry, Richard Purple, Geoffrey Sirc, Tom Walsh.

**REGRETS:** Carol Carrier, Carol Chomsky, Robert Fahnhorst, John Fossum, Roland Guyotte, Cleon Melsa.

**ABSENT:** Gary Balas, Gerry Baldrige, Avner Ben-Ner, Andrea Hinding, Robert Jones, Anne Pick, Harlan Smith, Georgina Stephens, Caroline Turner.

### **1. REPORT ON TEACHING LOAD EQUITY**

Kent Bales reported that this issue was raised at the end of winter quarter. Information was requested from faculty, but responses were received only from GC and CLA. At the May meeting, SCFA members decided to pursue this topic when the committee reconvenes in the Fall and 1999-00 Chair Dick Goldstein was informed of this decision. Professor Goldstein said that he would consult with Judith Martin, SCEP chair, regarding possible collaboration.

Professor Bales then discussed a letter that he had received from David Taylor, Dean of GC, regarding faculty workload in that college. Currently, the teaching load is two courses per quarter, which are predominantly four and five credit courses. Thereby, three four-credit courses and three five-credit courses would constitute the 27 course credit load. Under semesters, faculty would be required to teach 17 - 20 credits during the year. This would amount to six three-credit courses, which is three courses per semester. If there are still four or five credit courses available, faculty members could reduce their course load, although not their class load, by teaching these.

Also, it was discovered that graduate advising is not counted as part of the GC faculty member's workload, since there are no graduate students enrolled in GC, although GC faculty serve as dissertation readers and examiners in other units across the campus. This seems to represent a withdrawing into one's own unit and will need to be explored next year.

A member asked if 40% time for research is typical outside of the AHC.

One member responded that most St. Paul campus faculty spend 50% time on research without an outreach component and without outside funding.

Another member from CLA said that the split is 33%, 33%, and 33%, even though faculty know that they will spend less time for teaching and more for research.

Q: Is it possible for more data collection to be done before the Fall?

A: Peter Zetterberg already distributed data to the committee which showed that everything went fine from an overall perspective. It might be possible for him to rework the data with specific reference to these two units.

The committee then made the following comments:

- GC is computing credits rather than courses, which does not work in CLA since 4 credit courses only meet for 3 hours per week
- Psychology determined an equitable distribution and was turned down twice by the dean
- Regents delegated control of educational policy to the faculty, not the deans
- Formulas do not work to determine course distribution. Curriculum should be controlled by the faculty within each department, not by the deans.
- Many junior faculty, during dinner receptions, remarked on the tension during the switch from quarters to semesters and the increased workloads. They feel that they will not have enough time for research to obtain tenure.
- Semester conversion is not the problem, but instead the manner in which it has been implemented.
- The letter from David Taylor states that discussions were held with GC faculty, but makes no mention of a vote being taken
- Will GC faculty have time for research?

The committee concluded that a statement should be brought to the Senate to remind deans of their place in determining faculty workload.

## **2. RESOLUTION REGARDING THE RETENTION OF FACULTY LINES**

Kent Bales said that following a previous meeting, he was instructed to draft language which could be presented to the Council of Deans and Directors. This would not be presented as a policy, but as a resolution of the Senate.

The committee then made the following comments:

- Promotion and Tenure Committees will be meeting in October, so this resolution should be presented to deans before that time. Otherwise some committees might consider keeping mediocre faculty just to retain funds.
- While this resolution involves departments initiating tenure denial, it could also serve as a disincentive for deans to retrench departments by denying tenure

The committee then suggested modifications to the resolution. Since there was not a quorum, Kent Bales said that he would incorporate the changes and ask whether Dick Goldstein preferred to hold this item until next year or conduct a vote by e-mail.

### **3. RESOLUTION ON FACULTY APPOINTMENTS**

Kent Bales stated that the purpose of this resolution is to give to the other members of the working group to share concerns from SCFA and the Academic Appointments Subcommittee. Since this is a system-wide concern, UMD has been included and will then need to discuss the outcomes with their union representatives.

The committee then discussed modifications, which were incorporated in the resolution. Professor Bales then read the new document.

A motion was then made and seconded to approve the resolution pending minor editorial changes. The motion was unanimously approved by members present. It will then be forwarded to the rest of the members by e-mail for approval.

### **4. NEW BUSINESS**

Kent Bales said that next year SCFA will need to take action on the Enforcement Model policy. Once approved, it will be forwarded to the Senate for approval before the NIH visit in November. The only thing that needed to be changed, from the last time SCFA saw it, was the title. It will be recommended that this simply be changed to Compliance.

Another item will be to discuss the two year wait for faculty retirement benefits.

With no further business, Kent Bales thanked all members for their participation this year. He then presented certificates of appreciation to members whose term on the committee has expired: Gary Balas, Gerry Baldrige, Judith Gaston, Eville Gorham, Janet Holdsworth, Anne Pick, Richard Purple.

The committee members then thanked Kent Bales for his service as SCFA chair.

The meeting was adjourned.

Rebecca Hippert  
University Senate