Meeting was called to order at 3:04pm. A WebEx option was available for remote participation.

I. January 16 meeting minutes were approved unanimously.

II. Subcommittee Reports/Recommendations
1--Report from SEI Revision Subcommittee
Fox distributed feedback received from approximately half of the faculty who participated in the pilot of the revised SEI instrument. Responding instructors liked the revised SEI instrument’s range of questions and its inclusion of questions regarding student participation. Open-ended questions did not receive as many responses from students as other questions. The SEI question regarding diversity will be included in the second pilot. A next step will be to connect the pilot instrument to Banner.

Committee discussion addressed several key issues, including the appropriate degree of reliance on quantitative data from SEIs and how the revised instrument would impact department chairs’ efforts to evaluate faculty. The SEI Summit previously raised the need for training evaluators in how to effectively use an SEI instrument in faculty evaluation processes. There is room for departments and colleges to tailor their use of data from an SEI instrument, such as use or disuse of data from the global item.

2—HR Subcommittee regarding policy for faculty phased retirement
Debra Snell– The HR subcommittee of the Faculty Affairs Committee found a 2010 proposal on a similar topic from a subcommittee of the Budget Committee and is now looking at approaches taken at USG research institutions. Nelson alerted the committee to potential issues with state laws and noted past successful efforts by USG institutions. Phased retirement is a best practice for organizations from a human resources perspective.
3 - Revision of the FAC Motion on the Evaluation of Chairs & Associate Deans forwarded to the Statutes and Bylaws Committee by the Faculty Affairs Committee.

This work is in progress.

III. Updates
1-- Update from Laura Fredrick on proposal regarding changes in retirement contributions to ORP and TRS
Contributions are determined above the university and faculty level. State legislative action on the related house bill has ceased.

2-- New Faculty Handbook revision: Kavita Pandit will take questions from FAC regarding the contents of the manual that is in the online draft stage.
Pandit recapped status of the revised Faculty Handbook. Committee discussion noted the user-friendly format and suggested presenting the ranks of non-tenure track faculty in a similar fashion as the ranks of the tenured and tenure-track faculty. The Office of Faculty Affairs will direct this feedback into future revision efforts. The Office of Faculty Affairs will seek feedback from the Faculty Affairs Committee in each fall semester as part of the annual updating process.

Committee discussion clarified that changes proposed to the SEI policy were in fact approved in 2014. This approved language has been incorporated into the Policy Library and the revised faculty Handbook. The committee discussed possible interpretations of “department standards” as referred to in the previously approved language.

IV. Ongoing Business:

1-Consideration of request from student (forwarded from Dean Rosen) to require syllabus notation on sexual harassment and sexual assault. Review and discuss options for implementing university wide inclusion of this notation.
Pandit reported that CETL’s website includes a resources page that may be an appropriate place to post the language as language that may be included on syllabi. Committee discussion addressed possible mechanisms for disseminating more broadly key language regarding university policies and resources supporting a healthy learning environment. Discussion clarified the importance of training to ensure that faculty understand their responsibility in these areas (e.g., responsible employee). Butler provides such training in departments and colleges upon their request. A survey may assist in identifying the best method of reaching faculty with training and information on Title IX and related issues. The student’s request will remain under review by an ad hoc subcommittee (Cheshier, Nelson, Butler, McClymond, Vollmer).

2-Joint CDC/FAC Faculty Diversity Resolution. Consideration of feedback and request from the Senate EC.
Ainsworth recapped the resolution’s origin, drafting, and successive revisions in response to concerns raised by various stakeholders. Ainsworth, Fredrick, and Frost reviewed the executive committee’s most recent consideration of the resolution, which resulted in removing the range of possible strategies for consideration by the commission and modification of language regarding the dissemination of information by the commission. Pandit highlighted key aspects retained in
the revised resolution. Ainsworth outlined for the committee’s consideration four options: 1) accept the executive committee’s revised version of the resolution, 2) ask the executive committee to reconsider the unmodified resolution supported by rationale(s) from the FAC and/or the CDC, 3) Ainsworth would read the text of the original resolution on the senate floor, and 4) move in the senate that the senate operate as a committee of the whole (requiring a 2/3 vote) to consider the version of the resolution that had been approved by the FAC and CDC. Nelson stressed the value of the commission addressing a broad range of strategies with emphasis on innovative strategies. Committee discussion highlighted this as an opportunity to move forward in addressing diversity. A motion was passed to forward to the Senate executive committee’s revised resolution with the reinstatement of the sentence, “The Commission shall provide a report to the Senate Cultural Diversity, Faculty Affairs and Executive Committees before the close of calendar year 2018 on progress and recommendations, and by the end of each calendar year thereafter to report on the progress of implemented recommendations.” The committee approved. There was 1 abstention and 1 no.

Note: The next Meeting will be held on Tuesday, March 20th at 3:00 p.m.; 25 Park Place, 23rd floor, Troy Moore Library. The meeting was adjourned at 4:43 p.m.