

FACULTY ADVISORY COUNCIL

College of Education and Human Development

Meeting Agenda

January 30, 2019 (11:30 a.m. – 1:00 p.m.)

- I. Greetings and Introductions-Idethia Harvey, Mary Capraro, Krista Bailey, Beth McNeil (guest), Jeff Gagne, Dan Zhang, Mike Greenwood, Sharon Matthews, Fred Nafukho (Associate Dean).
- II. Message from Dr. Fred Nafukho, Associate Dean for Faculty Affairs:
 - a. Thank you-Dean is very grateful for the work the FAC did on the Dean for Diversity and Inclusion search.
 - b. Dr. Nafukho will not attend all FAC meetings, but can whenever needed.
 - c. FAC will not be charged with running Diversity and Inclusion Fellow search. Faculty Development Fellow search will be run by FAC for position to begin in September (search during Spring 2019).
 - d. Workshop on Statistics.
 - e. Nafukho shared that beginning in 2015, 3 areas of responsibility for clinical faculty (Teaching 80%; Research 10%; Service 10%). PEAP Instructional Faculty (Teaching 80%; Service 20%), TLAC and EAHR have no instructional faculty. In EPSY, Instructional faculty load (Teaching 90%; Service 10%).

What is the expectation for research for Clinical Faculty? Research expectation is similar to that of tenure track faculty, however in the case of clinical faculty with 10% research workload, there is less research productivity expectation when compared to tenure faculty with 40% research work. Examples of research output include presentations at peer review conferences, conducting research and publications in peer reviewed journals. The decision for promotion in the area of research will depend on the guidelines set at Department, College and University policy (Department, Dean, Provost etc.), For example, upon 3rd year review a candidate may be asked for next review to pay attention to publications if there are deficits.

- III. Search for Diversity and Inclusion Fellow
 - a. Fellowship is one-year term.
 - b. FAC will not coordinate this search.
- IV. Discussions of possible changes to clinical faculty expectations for job description/publication
 - a. It was shared during the meeting that some clinical faculty want to know what the policy/criteria are for research because they believed that there was no clear statement that published manuscripts are required, but are being told so.
 - b. There were some discussions about criteria on publication were applied to some cases.
 - d. Some concerns were raised that demonstrating impact by clinical faculty that were not included/considered in the analytic, possibly due to the low FTE on research. However, external reviewers may bring it up.

e. A question was raised about how faculty going up for promotion during the first few years when a change is made? People in the review pipeline need to be evaluated under the guidelines they came in under.

The FAC's role is to represent faculty and voice communication. Based on these roles, the FAC proposed three recommendations.

1. Have separate college-wide meetings with clinical faculty to clarify communication. First week before classes begin or exam week in May
2. Transition time for candidates going up for promotion when changes are made in guidelines.
3. Department level promotional committee meetings to clarify communication.

The 6 FAC members who were present at the time unanimously voted to make these three recommendations to the College.

- V. Brainstorm of Spring Semester FAC activities
 - a. (1) Hold professional development for clinical faculty to meet expectations on publications; (2) hold statistics training workshop (RMS may be involved) available to all faculty.
 - b. Facilitation of faculty network opportunities and Cross-department collaborations on research (possibly work with CPI): (1) speed-dating presentations at the college level; centers/labs poster session or showcase for CEHD faculty.
- VI. Others
- VII. Adjourn