Notes from the meeting with untenured faculty
October 26, 2015

Faculty meeting agenda and moderator

- one suggestion to deal with the faculty meeting, and the growing frustration with the length of the president’s reports and the need to address other business: alternate between a faculty meeting that is reports from the administration, and a business meeting.
- Is the use of time in the faculty meeting really going to change with the Steering Committee setting the agenda?
- As untenured faculty, people are not going to stand up and participate in a general “open participation” part of the meeting, because people feel that they don’t know the history of an issue, or the tradition of speaking in the meeting
- The need to know things you put on the agenda will be dealt with when the whole faculty is there, rather than 5:30 when everyone just wants to leave
- Potential to have broader division meetings serve the function of getting people to talk about issues, and generally raise issues that could then be brought to the faculty meeting

Elections:

- concern about how the division chairs are elected; it should not be that the whole college can vote for division chairs, it should be only people within that division. The division chairs do a lot of work within the division, and people from the division know the most about that work, who will do it best and who is best to lead and represent the division
- in general, often people don’t know the people on the ballot running for office; important to have candidate statements on the ballot, maybe two sentences saying who they are and why they are interested in the position.
- Knowing more about the people running would be a benefit; but how would it be done?
- If the elections came in waves, rather than one huge elections, there would be more room on the ballot and the sentences could be right there.

Steering Committee Appointments and committee service

- additional appointments can change the make-up and balance of committee discussions, this is a powerful ability of the steering committee because they could load a committee with extra representation of a particular faction
- The report is very helpful for untenured faculty to help them understand the committee system, what is a major committee, what is a minor commitment
- liked principles expressed in the document, stressing equity and fairness, especially for untenured people; a lot depends on the variable guidance untenured people receive from department chairs; identifying major committees with major work will help remove some of the variability across departments
- different levels of departmental service is recognized in the document but this can be a catch-22 in that someone with many more advisees would not have the cross-campus connections that are formed on a major committee
- need for standards for compensation for service

P&T

- concern about making excusals more difficult might create issues if we are getting people on P&T that don’t want to be there, concerned that they will be cranky and difficult about serving
- How would we determine and define the IDS position on P&T
Concern about the member of the P&T committee from a program in which you have “significant involvement,” that they are not considered an outside member that would be impacted by the change in rules about the outside member not being on P&T

Concern about opacity of tenure process, lack of clarity and variation in advice across departments