

DEANS COUNCIL
November 10, 2020
Minutes

The Deans Council met electronically via Zoom on Tuesday, November 10, 2020 from 8:30-10:00 a.m. Those attending were Austin Agho (Chair), Tammi Dice, Gail Dodge, Stuart Frazer, Kate Hawkins, David Metzger, Brian Payne, Kent Sandstrom, Ben Stuart, Jeff Tanner, Bonnie Van Lunen, and Robert Wojtowicz. The following agenda items will be discussed.

1. The October 13, 2020 minutes were approved with one correction.
2. Proposed Revisions to the Faculty Sanctions Policy

This issue will be discussed at the December meeting when Jay Wright can attend.

3. Faculty Senate Issue AY18-1-B Undergraduate Program Director (UPD) Description

Council members discussed the recommendation from the Faculty Senate to reject the changes to the policy on Undergraduate Program Director that were submitted by the Council in February 2020. The Senate felt that the original document they approved is sufficient given the wide variation in UPD positions. The Deans felt that more discussion is needed. Tammi Dice and Judy Bowman will meet with Nina Brown, chair of Committee B, to discuss whether the Senate might be willing to accept some of the proposed changes.

4. Faculty Senate Issue AY19-9-G Request inclusion in the Teaching and Research Faculty Handbook of How Performance Expectations will be Articulated for Non-Tenure Eligible, Non-Department/School-Affiliated Research Faculty

Council members supported the recommendation from the Faculty Senate to develop a policy to address the evaluation of research faculty with regard to teaching. The new policy or revision to an existing policy would clarify that research faculty members affiliated only with a University research center with no joint appointment or sole appointment in an academic department should not be evaluated on teaching if teaching is not an expected part of their appointment. The Council's recommendation will be forwarded to President Broderick.

5. Faculty Senate Issue AY19-23-G Review of Faculty Handbook Policies

This issue will be discussed at the December meeting.

6. Faculty Code of Conduct from Faculty Senate

Council members unanimously supported the recommendation from the Faculty Senate to establish a Faculty Code of Conduct. Part I of the Code sets forth the responsibility of

the University to maintain conditions and rights supportive of the faculty's pursuit of the University's central functions. Part II of the Code elaborates standards of professional conduct, derived from general professional consensus about the existence of certain precepts as basic to acceptable faculty behavior. Conduct that departs from these precepts is viewed by faculty as unacceptable because it is inconsistent with the mission of the University. The Council's recommendation will be forwarded to President Broderick.

7. Expectation to Teach Online in Job Applications

Austin Agho asked the Deans if they include the expectation to teach online when positions are advertised. Some colleges include the expectation to teach online for all positions. Moving forward, all colleges will include the expectation to teach online for all faculty positions.

8. Information Items

The following Faculty Senate recommendations were included with the agenda for information.

- A. Faculty Senate Issue AY19-2-G Secondary Institutional Affiliations - Review suspended until a draft policy is completed by University Counsel

Kate Hawkins noted that Jay Wright is working on the draft policy on secondary institutional affiliations, which will be provided to the Faculty Senate and the Deans Council for review.

- B. Faculty Senate Issue AY19-8-G Inequity in Teaching Load – Issue terminated

- C. Faculty Senate Issue AY19-10-G Request Faculty Senate Constitution to Allow for Proportional Representation from the Research Centers

The Senate approved a recommendation to amend the Faculty Senate Constitution to add a new Faculty Senator position to represent all research faculty. The recommendation will be forwarded to President Broderick.

9. Announcements and Other Issues

- A. The Deans asked for guidance on developing the summer and fall schedules. At this point, we expect fall 2021 to be much like fall 2020.

- B. Several of the Deans expressed concerns about the stress faculty and staff are experiencing and the impact stress is having on the ability to get work done. In particular, the increased teaching loads have been problematic along with new policies and expectations.

Austin Agho stated he is working with Greg DuBois to revise how the technology fee is allocated. He hopes to be able to use the funds generated by the increase in the fee to fund adjunct faculty.

- C. Austin Agho informed the group that Human Resources is working on a parental leave policy as required by the Commonwealth. As it is currently written, the draft policy would cover all full-time classified and hourly employees, as well as A/P and T&R faculty. Most public institutions of higher education in the Commonwealth already have such a policy. Kate Hawkins suggested inviting September Sanderlin and/or JaRenae Whitehead to a future meeting to discuss the policy.
- D. Kate Hawkins announced that Senate Committee I is reviewing whether a task force should be established to review faculty teachload.