

IFC Meeting Minutes

November 2, 2018

1. myVITA

- a. IFC expressed concerns in the following areas
 - i. Confidentiality: Violates language in places
 - ii. Access: When chairs submit to Deans they can't get it back
 - iii. Time Consuming: lots of work for little return, reproduction of efforts
- b. Action items requested:
 - i. Circulate permission structure
 - ii. What is the purpose, return?
 - iii. Feedback loop

2. Promotion & Tenure

- a. The outcome of summary seems to be consistent with what is seen on campuses.

Consensus is provosts are open minded to taking a closer look at the process. If a task force were to come together they have a good start using Reem's research and Tina's report
- b. Discussion:
 - i. Collected rules should not dictate how we do tenure (should not include restrictions)
 - ii. Consider what happens at department level. How are we looking at faculty performance
 - iii. A lot can be accomplished by paying attention to procedure. P&T policies should follow best practices. Referencing: 320.035 B.2.C. (tenure, not promotion in special circumstances)
 - iv. Key issues to consider:
 1. What happens at the department level
 2. How are we looking at faculty performance
 3. Procedures/best practices
 4. Supporting mid-career faculty to achieve tenure (if desired)
 5. Culture changes needed
 6. What is service? Is being the chair of a department considered service?
 7. Recognizing interdisciplinary work
 8. Training for P&T committee members
 9. If you broaden the criteria the lines get blurred between NTT and TT.

- 10. Cautious about others taking advantage... recommended vs. required.
 - v. Provosts would like to see more flexibility. Flexing the standard to move to professor. There needs to be better metrics, must make case.
 - vi. **Next step:** assign to mid-career task force
- 3. Employee Value Proposition (Marsha Fischer)
 - a. Core elements in onboarding and training
 - b. Changes from Chronicle based on feedback in earlier meetings
 - c. Detailed roadmap on slide 6
 - d. This is not an HR process it must be institution wide
 - e. Tenure – will be faculty driven
 - f. Discussion
 - i. Importance of getting faculty input from the beginning
 - ii. Service functions may need more clarification or needs to be integrated better (slide 3)
 - iii. Research under “transform lives” – why placed there, it could fit under different buckets
 - iv. Is there a better sequence for slide 5?
 - g. Communication is working on putting the information on a website and videos that illustrate the concepts
- 4. President Choi
 - a. Department chair selection process
 - i. The process is varied among the universities and from department to department
 - ii. This is a critically important role
 - iii. Ensure that the selection committee is inclusive
 - iv. Changes being made:
 - 1. Must be an academic with focus on teaching/research but also must have administrative experience
 - 2. Faculty voice must be prominent in selection committees
 - 3. Time with review at will of the Dean
 - 4. This will be a discussion item at the November Board of Curators meeting
 - v. Discussion:
 - 1. Department chairs versus department heads
 - 2. Everyone should be held accountable
 - 3. Search committee selection process should be solidified
 - b. Project Unify
 - i. The project looks at the four university’s student information systems to make processes and deadlines consistent
 - ii. There are 46 recommendations to implement by December 31st
 - iii. Rick Baniak is the lead on this effort

- ii. General education requirements revision has slowed a bit but still making progress
 - iii. Website redesign will launch on December 3rd
 - iv. Concerns on how faculty research counts. UTSA talked with faculty about how to rethink how they do research
 - v. Challenges around the changes about the indirect costs of research – cost sharing is going to be reevaluated
 - d. S&T
 - i. Committee looking at graduate student funding – Policy 226 to have a broader look
 - ii. Revising bylaws – adding deans and other changes where consistency was needed
 - iii. There was a +/- grading rumor but this has been fixed
 - iv. Chancellor search committee is in progress
 - 1. December 4th the committee will review candidates
- 6. NTT
 - a. Worked on this last year to give more notice of non-renewal