

CLAS Committee Reports 2015/16 CLAS Faculty Council

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Ranking of New Faculty Requests: In the summer of 2015, the council met to rank the unit requests for new faculty lines. Using the unit ranking as a guide, the council worked to balance need with equity to prepare our recommendations. Unit heads are reminded that if you rank a replacement position 4th, we must assume that you do not value that replacement as highly as the positions you ranked above it. Our recommendations were passed to the Dean. Despite these recommendations, few new faculty lines were approved for the 3rd year in a row.

Valuing Service in the Review and Promotion Process: As part of our on-going effort to establish clear ways to evaluate quality service in the review process, a presentation of the Faculty Council report on last year's Out of the Box series on this topic was presented at the fall Unit Head Retreat. A good discussion about the inherent differences between the service loads of various committees was held.

Elections: Two elections were held this academic year.

Fall: In the fall, a special election to fill 7 key positions was needed due to needed sabbatical replacements and loss due to administrative appointments. All 7 positions were filled.

Winter: The full election for all open positions was held in W16. Nominations continued to rise over previous years, and participation in this election was higher than in all previous elections. Clearly CLAS participation in self-governance continues to grow. The full election filled all but two positions. These will be filled by semester's end by using available alternates.

The change in the sabbatical process meant that for the first time, we knew who would be on sabbatical before the election was held. This allowed us to offer sabbatical replacement positions on the ballot as a way for newer faculty to try their hand at service (while building name recognition) in short term positions. This worked well and for the first time, almost every sabbatical replacement is already filled up to a year in advance.

Out of the Box Series on Working with the Modern Student: As a prelude to this year's Out of the Box discussions on problematic student interactions, we held an on-line reading group using **Kristen Renn and Robert Reason's book, *College Students in the United State: Characteristics, Experiences and Outcomes, 2012***. The CLAS Dean's office graciously provided free copies of this text to the first 20 who requested one. The on-line discussion raised a number of concerns and helped to focus the topics for the Out of the Box series that followed.

This year's Out of the Box Sessions were entitled: "**Out of the Box and Beyond the Margins—Connecting with the modern student.**" These discussions involved approximately 30 attendees and a panel of in-house experts who discussed how to deal with the challenges of disruptive, underprepared, or disengaged students in the modern university. From these discussions, a tool kit of resources will be prepared to help faculty navigate these areas which are often outside of our academic expertise, but are increasingly becoming part of our daily experience.

Dean's Advisory Functions: During the course of the year, Faculty Council is called upon by the Dean's office to offer input to various reports or policies. This year there were 2 focus areas.

Development of CLAS Guidelines for Promotion of Faculty with Administrative Appointments. In 2014, UAS changed the language of the Faculty Handbook so that Units would be required to compose a set of alternative promotion guidelines for faculty with administrative appointments. The Provost then charged each college to develop their own overarching guidelines to help the Units with the process. This was a contentious issue, and Faculty Council spent much of the Fall semester composing a set a guidelines that would provide these faculty with a path to promotion while at the same time protecting what it means to be a full professor of a given department. These guidelines were then presented to the unit heads for feedback, revised and have now moved to the Provost's office for final approval. Broadly stated, these guidelines require both reviewed teaching of students (although a reduced amount) as well as completion of a scholarly agenda that meets the standards defined in the Unit's already approved guidelines for promotion. GVSU has a tradition of outstanding administrative/scholars and we used their example to help define what was reasonable for these guidelines. Final details await approval by the Provost's office.

Creation of a new award to recognize Units with a strong commitment to Faculty Governance and Committee Service: As part of our on-going efforts to promote productive faculty self-governance, Faculty Council created a new yearly award to acknowledge the Unit which has made the most significant contribute for a given year. Committees were assigned a point value based on the number of meetings held per month (2 points = two or more meetings, 1= 1 meeting per month, 0.5 points for low workload committees that meet only as needed). Units were given points for all members who served on governance and service committees. An additional point was given to Units for each member that chaired one of these committees. The total was divided by the number of FTE faculty in the unit to normalize for Unit size. The winner of the 2015 award will be announced at the fall CLAS kick off meeting.