

Proposed Minutes for the SBA School Council Meeting, February 12, 2016

Elected School Council Attendees: Shirley Dennis-Escoffier (ACC); Patricia Abril, Second Vice Speaker (BSL); Sara Rushinek (BTE); Phil Robins (ECO); Brian Barrett, First Vice Speaker (FIN); Howard Gitlow (MAS); Linda L. Neider, Speaker of the Council (MGT); Steven Ullmann (HSPM);

Secretary to the Council: Mrs. Blanca Ripoll

Absent: Arun Sharma (MKT); Eugene Anderson, Dean

Other non-voting attendees: Vice Dean for Undergraduate Business, Ann Olazabal; ad hoc committee on Faculty Performance Appraisal, Chester Schriesheim

The School Council meeting was held in the 217 Jenkins conference room, from 9:00am – 11:00am.

A. Comments from the Speaker

Council Speaker, Linda Neider, started the meeting by stating that she was proud of how professional the faculty were at the recent meeting with Provost LeBlanc when he summarized the results of Dean Anderson's five year performance review by the school's faculty. As noted by the General Welfare Committee member present at this meeting, if a decision is made by the administration to reappoint a Dean after the faculty have voted against his retention, the administration is required to present a written explanation of their decision to the Senate's Committee on General Welfare which will transmit the explanation to the school's regular faculty. Decisions on Dean's retentions are typically made in April.

The Speaker noted that the school's bylaw on promotion and tenure should be revised to include "Special Reviews" which are not currently being done within the school, contrary to university requirements. Special Reviews are required annually or at the end of the appointment period for faculty who hold Research or Educator positions. The evaluators for such reappointments/ promotions include all regular faculty (e.g., Assistant, Associate, and Professors) within the departments that have colleagues with such titles. Such reappointments and/or promotions must also be reviewed by the school's P&T committee.

B. Approval of Today's Provisional Agenda

The provisional agenda was approved unanimously.

C. Approval of January 22, 2016 proposed minutes

There were no suggested changes to the proposed minutes which were approved unanimously.

D. Executive Session

An Executive Session was held to discuss some of the comments shared by the Provost concerning the Dean's Performance Review. At the end of the session, the Council members decided to invite the Provost to attend one of their upcoming Council meetings to discuss governance issues with him in more detail.

E. Old Business:

Report on Feedback from Department Chairs concerning two ad hoc committee proposals (one on a new P&T process; the other on a new Faculty Performance Appraisal Process): Invited guest, Chet Schriesheim, and Council member, Howie Gitlow (both committee members on the ad hoc committee on Faculty Performance Appraisal), discussed the reaction of department chairs to their committee's proposal as well as the reaction of the department chairs to the proposal of the ad hoc committee to develop a new P&T process. Both committee proposals were unanimously approved by the School Council. After voting to approve the proposals, the Council recommended that they be presented at the next department chair meeting so that feedback could be solicited prior to having the proposals sent to the regular faculty for formal deliberation.

A "Summary of the Presentation of Two School Council Committee Proposals to the Deans and Chairs Meeting" was given to Council members for their information and discussion (a copy is attached to these minutes). A few of the Chairs as well as the Vice Dean for Faculty raised concerns particularly about the size of the proposed P&T committee (which would include all tenured Professors in the school).

Recommendations from the ad hoc committee on Faculty Performance Appraisal were also met with mixed reactions from the chairs. Most seemed to favor giving faculty constructive feedback on their contributions in the fall and then, having a separate determination of compensation increases during the spring term. However, a few Chairs did *not* believe there was widespread discontent with the Dean's current compensation determination process. Such a view, however, is not supported by attitudinal survey data collected from faculty indicating that 79% of the faculty are against having chairs from outside of their respective department take part in assessing their performance.

Council members discussed how to handle the negative reactions of a few Chairs to the committee's proposals. Some felt that the Faculty Performance Appraisal Process, as outlined, should go forward for faculty discussions and votes. The Chair of the ad hoc P&T Committee was willing to go back to his original committee to discuss other potential options before sending the option(s) forward to the regular faculty for votes. After the discussion, it was decided to have both committees meet again with their respective members (as well as any other faculty who might be interested), make any needed changes, and report back to the Council in March.

F. New Business Items:

- 1. School Council online site:** Mrs. Ripoll illustrated a draft online site that she helped to develop as a way to disseminate information from and about the activities of the School Council. The site can be found as a link within the SBA Faculty page, and contains the University's Faculty Manual, the SBA Bylaws, the current academic year meeting agendas, the minutes from all School Council meetings, and contact information for the elected School Council members. It is hoped that this site will provide more transparency and greater information flow to both faculty and staff within the school.

2. SBA Teaching Policies: First Reading

The Speaker raised faculty concerns about a document that has not been discussed or approved by the regular faculty called "Teaching Responsibilities of Tenure-Track and Tenured Faculty" which is included in a handbook given to all new faculty by the Dean's office. She met with the Vice Dean for Faculty, Andy Leone, to discuss these issues particularly in view of the number of cases that are occurring in the school from faculty who had their teaching loads increased in a manner they consider to be unfair. Both she and the Vice Dean for Faculty have started to revise the document so that a more acceptable, non-punitive policy might be developed.

The Speaker asked for volunteers from the Council to continue working with Vice Dean Leone to revise the document into a policy statement that would eventually be sent forward to the regular faculty for their deliberation. Shirley Dennis-Escoffier, who has extensive experience with accreditation processes, agreed to chair the ad hoc committee, and Brian Barrett will also serve. When a draft policy document has been created, Patty Abril will put it into a format that can then be passed on to the faculty for their consideration.

3. New Curriculum Proposals

- a. Economics Department:** Two new courses were unanimously approved, ECO 692 Applied Economics and ECO XXX Applied Economics: Industrial Organization (pending the assignment of a 700 level number). The latter

course was submitted with course number, ECO 693; however, it will need to be listed as a 700 level course for doctoral students.

- b. Finance Department:** The Council discussed six proposed changes for the Real Estate Major (attached). The changes have been approved by the Undergraduate Curriculum Committee and Vice Dean Olazabal and were unanimously approved by the School Council, pending a letter of support from the Chairman of the Finance Department and the appropriate area faculty. The Council also discussed a proposed Real Estate Minor but the approval process was tabled pending a letter of support from the Department Chair and the relevant area faculty.
 - c. Health Sector Management and Policy Department:** Five changes, approved by departmental faculty, the Department Chair, the Undergraduate Curriculum Committee, and Vice Dean Olazabal were proposed and unanimously approved by the School Council. Specifically, the changes are: The HSMP Major will now include HSM 270 (formerly cross-listed with MGT 270), HSM 310 (new required class), and HSM 350 (which will take the place of ECO 386); for the HSMP Minor, HSM 320 will replace ECO 386, and HSM 310 will be added as an elective.
- 4. Workday:** At the last Council meeting, members requested more information concerning how to find detailed compensation information, particularly stipends and overloads, from the Workday system. Mrs. Debbie Johnson, Workday User Support HRIS and Mrs. Elizabeth Coker, Workday, Subject Matter Expert met with the Council and gave an informative PowerPoint presentation to answer such questions. Mrs. Johnson also noted that she would speak to the appropriate budget personnel in the SBA so that they would start to provide more details when inputting overload amounts (e.g., the specific programs they were associated with). The Council expressed their appreciation to both professionals for coming to the meeting.
- 5. Other Business:** There being no other business, the meeting was adjourned at 11:00am.