

College of Arts and Sciences
Meeting of Faculty Assembly
SK 102
November 16, 2018
2:00-3:15 PM

ATTENDANCE:

ANTHROPOLOGY:	A. Beyin, A. Browne Ribeiro, F. Crespo, C. Tillquist, J. Zhao
BIOLOGY:	C. Corbitt, P. Eason, L. Fuselier, P. Himes, R. Hopp, J. Mansfield-Jones, M. Menze, S. Rabin, D. Schultz, D. Yoder-Himes
CHEMISTRY:	B. Buchanan, D. Franco, C. Grapperhaus, L. Hoyt, P. Lorkiewicz, F. Luzzio, M. Maurer, E. Mueller, M. Noble
CLASSICAL & MODERN LANG.:	R. Buchanan, D. Coyne, T. Edison, B. Fonseca-Gruber, J. Gabbard, M. Groenewold, G. Hutcheson, R. Luginbill, J. Minges, P. Musser, R. Roebuck, L. Wagner, M. Wu, W. Yoder, L. Zeng
COMMUNICATION:	M. Cunningham, L. Della, S. Esrock, J. Ferré, A. Futrell, J. Hart, N. Paliewicz, S. Smith-Jones, K. Walker
COMPARATIVE HUMANITIES:	P. Beattie, S. Bertacco, A. Hall, M. Moazzen, N. Polzer, T. Stewart, E. Wise
CRIMINAL JUSTICE:	D. Keeling, M. Losavio
ENGLISH:	V. Adams, D. Anderson, K. Chandler, J. D'Antoni, J. Dietrich, K. Hadley, T. Johnson, F. Kelderman, K. Kopelson, D. Lutz, M. Mattes, K. Maxwell, A. Olinger, G. Ridley, S. Ryan, S. Schneider, S. Smith, H. Stanev, I. Stansel, J. Turner, A. Willey
FINE ARTS:	M. Baik, T. Calvert, M. Carothers, Y. Chan, M. Eckert, D. Lai, S. Massey, C. Reitz, C. Rhodes, R. Singel
GEOGRAPHY/GEOSCIENCES:	D. Howarth, C. Mott, J. Naylor, W. Song, H. Zhang
HISTORY:	B. Beattie, R. Devlin, C. Ehrick, K. Massoth, J. Westerfeld
MATHEMATICS:	E. Bratcher, R. Gill, B. Jackson, L. Larson, A. Miller, T. Riedel, S. Seif, D. Swanson, X. Zhu
PAN-AFRICAN STUDIES:	J. Carew, T. Fleming, R. Jones, M. Logan, B. McCormack, T. Rajack-Talley
PHILOSOPHY:	G. Dove, A. Elpidorou, J. Gibson, A. Kolers, D. Owen
PHYSICS:	D. Brown, R. Chastain, T. Dowling, B. Freelon, C. Jayanthi, M. Yu
POLITICAL SCIENCE:	A. Caldwell, A. Enders, J. Farrier, J. Gainous, K. Grady, T. Gray, S. Hua, M. Merry, L. Moyer
PSYCHOLOGY:	L. Haynes, B. Mast, B. Stetson

SOCIOLOGY:	J. Beggan, R. Carini, K. Christopher, R. Schroeder
THEATRE ARTS:	G. Brown, J. Calvano, K. Gawley, R. Vandembroucke
URBAN & PUB. AFFAIRS:	D. Simpson, S. Zhang
WOMEN'S & GENDER ST:	D. Heinecken, K. Story, N. Theriot

Dr. Karen Kopelson, Chair, called the Faculty Assembly to order at 2:04 PM.

Dr. Kopelson recognized student conduct officers Shirley Hardy and Jessica Gernert, who appeared before the Faculty Assembly seeking faculty volunteers to serve on the Student Conduct Hearing Council. The council's hearings consist of one faculty member, one staff member, and one student who, after reviewing submitted materials, make a recommendation to the Office of the Dean of Students. The council hears cases dealing with non-academic alleged student misconduct. These cases are generally "highly disputed" instances in which separation from the University is a possible sanction. The most commonly-adjudicated issues include sexual assault, physical assault, disruptive behavior, controlled substances, significant destruction of property, and/or failure to comply with prior University sanctions. These hearings are administrative and do not supersede criminal or civil actions. The number of and length of hearings each year vary. Most cases are held on Fridays. To learn more and to apply, faculty may visit the following website: <https://louisville.edu/dos/forms/hearingcouncil>.

The Faculty Assembly unanimously approved the Department of Women's and Gender Studies' request to change its name to the Department of Women's, Gender, and Sexuality Studies. This motion was approved and forwarded to the Faculty Assembly by the Curriculum Committee.

Discussion next turned to a motion from the ad-hoc Tenure-Track Teaching Committee. Representing the committee were Ray Chastain, Linda Fuselier, Lora Haynes, Ann Hall, Dave Howarth, Shira Rabin, Susan Ryan, Ian Stansel, and Christopher Tillquist. Speaking on the committee's behalf, Dr. Fuselier reviewed the committee's work from Spring 2018, reminding the Assembly of the motion it approved, and presented the committee's recommendation that Section 3.1.A. of the College's personnel policy be revised. The current language requires that research be 30% of a tenure-track faculty member's AWP. The creation of tenure-track teaching positions, however, would require faculty in those positions to have higher teaching loads than the College's current tenure-track faculty. Accordingly, and in keeping with the motion approved by the Assembly in Spring 2018, the committee recommended establishing research as 15% of a tenure-track teaching faculty member's AWP.

The current language reads:

"Annual Work Plans must be consistent with the missions and program needs of the College and the home department(s). Each full-time faculty member must account for 100 percent of his or her full work load. Normally, the allocation of effort is based on some combination of teaching, research and creative activity, and service. Justification for allocations of effort shall include the listing of courses taught, committee assignments and professional projects. The

distribution of effort shall be expressed on the Annual Work Plan in terms of percent of effort allocated to each activity. Normally, a three credit hour course requires at least ten percent of annual effort' this standard shall be the basis for the allocation of effort for all activities. Probationary faculty are required to demonstrate broad proficiency in scholarship; thus, a minimum allocation of thirty percent is required in research and creative activity. All approved annual work plans shall respect both the individual faculty member's need to shape his or her own career and the College's various needs, and shall accordingly permit the faculty member to perform various functions at different stages of his or her career.”

The proposed revision would change the language to read as follows. The proposed change is underlined:

Annual Work Plans must be consistent with the missions and program needs of the College and the home department(s). Each full-time faculty member must account for 100 percent of his or her full work load. Normally, the allocation of effort is based on some combination of teaching, research and creative activity, and service. Justification for allocations of effort shall include the listing of courses taught, committee assignments and professional projects. The distribution of effort shall be expressed on the Annual Work Plan in terms of percent of effort allocated to each activity. Normally, a three credit hour course requires at least ten percent of annual effort' this standard shall be the basis for the allocation of effort for all activities. Probationary faculty are required to demonstrate broad proficiency in scholarship; thus, a minimum allocation of thirty percent is required in research and creative activity for Research-Intensive Tenure Track faculty (RTTF), while an allocation of fifteen percent is required in research and creative activity for Teaching-Intensive Tenure Track Faculty (TTTF). All approved annual work plans shall respect both the individual faculty member's need to shape his or her own career and the College's various needs, and shall accordingly permit the faculty member to perform various functions at different stages of his or her career.

The proposed revision occasioned extended discussion, mostly about whether 15% was adequate and whether it would be possible to build greater flexibility into this requirement. The Faculty Assembly voted 95 in favor, 9 opposed, and 4 abstentions. The motion was approved.

The meeting was adjourned at 3:14 PM.

AGENDA FOR A&S FACULTY ASSEMBLY

November 16, 2018

STRICKLER 102, 2:00-3:15

- I. Announcements
- II. Informational Presentation from Conduct Hearing Council
- III. Motion to Approve Women's and Gender Studies Name Change
- IV. Motion from TTTP (Tenure Track Teaching Positions) Committee to Change A&S Personnel Policy, Article 3.1 A, P. 18

APPENDICES

Recommendations of the ad hoc Committee on Tenure-Track Teaching Positions

(APPROVED BY FACULTY ASSEMBLY, APRIL 2018)

Statement:

Like the overwhelming majority of institutions of higher education, UofL is increasingly reliant on a variety of non-tenure track instructors, including term faculty. With few exceptions A&S term faculty are hired on annual contracts, have little job security, and limited opportunities for advancement. Their ability to participate in policy-making varies from department to department. Such faculty are typically relied upon to provide the majority of instruction in departments' introductory courses. This experience at the department level contrasts with a number of stated institutional goals including:

Continuing to grow the research profile of the University,

Strengthening the University's application for Phi Beta Kappa, and

Potentially increasing student enrollment to 30,000.

These goals have been articulated against a background of declining state revenues and other fiscal constraints. In preparing to respond to these pressures, and in recognition of the often-tenuous conditions of term faculty employment, the A&S Faculty Assembly created the ad hoc Committee on Tenure-Track Teaching Positions, and charged it with exploring the feasibility of expanding tenure within the College to include tenure-track positions that are teaching focused.

After examining the Redbook and other relevant policy documents for the College, investigating how other institutions have implemented such positions, and considering the needs and cultures of the various departments in the College, the committee makes the following motion:

Motion. The Tenure-Track Teaching Positions Committee recommends the creation of teaching-intensive tenure-track positions (TTTPs) to complement the research-intensive tenure-track positions (RTTPs) we currently have. This recommendation is made with the proviso that any such TTTP lines, once established, shall operate according to the provisions laid out in the 4-point plan below. The Committee would regard the dismantling of any of these provisions by any university body as contrary to its original intent.

The 4-point plan

1. Allocation:

a. Maintain average (over a 3-year period) of:

i. Min. 73% of total FTE Faculty lines will be RTTPs

- ii. Of remaining faculty, goal is to get to min. 50% TTTPs
- b. This allocation shall be consistent, as far as possible, across departments.
- c. Adherence to these allocations, both college-wide and across departments, shall be monitored by the A&S Planning and Budget Committee.

2. Definition:

a. A TTTP is any tenure-track or tenured faculty member whose primary job responsibility, is teaching, and teaching is to be the most heavily weighted area for merit, tenure, promotion, and sabbatical purposes while the faculty member holds this designation. Without dictating AWP percentages or course-by-course teaching loads, we estimate that faculty in these positions will dedicate ordinarily no less than 55% to teaching and no more than 15% to research, with a maximum teaching load not to exceed seven (7) 3-credit courses per year.

3. Evaluation:

a. Ensure that promotion, tenure, sabbatical, and favorable merit ratings are equally available to TTTPs as to RTTPs.

b. Both TTTPs and RTTPs shall be informed at the beginning of any review period the basis upon which they will be reviewed for merit, tenure, promotion, and so on, and what kinds of materials will be sent for extramural review.

c. An individual hired into a tenure-track line, whether TTTP or RTTP, shall be evaluated for tenure in the primary area of evaluation under 2(a). An individual hired to a RTTP position may not switch to a TTTP designation and seek tenure primarily on the basis of the teaching record.

d. Any TTTP or RTTP faculty member may request to switch tracks from teaching-intensive to research-intensive, and vice versa, upon attaining tenure and thereafter at 3 year intervals (should there be compelling justification for doing so).

e. Equitable evaluation across job classifications shall be monitored by the A&S Personnel Committee.

4. Remuneration:

a. One pay scale shall be maintained for all tenure-track faculty, be they TTT or RTT.

b. The A&S Faculty Salary Committee shall monitor equity of pay rates across position types.

5. No hires can be made in these positions until appropriate personnel and other pertinent policies are in place.

Background: The Ad Hoc Committee on tenure-track teaching positions (TTTP) is proposing a change to the language in the A&S College Personnel Policy. This committee met throughout the spring 2018 semester and produced a report that was then presented to Faculty Assembly, revised and ultimately approved by that body. As a group, the committee compiled a large body of literature on tenure track teaching and other teaching appointments, interviewed faculty from other institutions who hold these positions and investigated teaching evaluation protocols (among other tasks). We do not plan to re-visit any of that work at this point but rather move forward with necessary policy changes that will support TTT positions. The TTTP committee was reconstituted (at the Dean's request) this semester specifically to address this policy change in response to the recommendations approved by Assembly in spring 2018 (see attached).

Note that the reconstitution of this committee is in accord with A&S Assembly by-laws:

c) *Ad hoc* committees

Ad hoc committees may be created by the Faculty Assembly, the dean, or by a duly constituted college committee to serve specific purposes.

The recommendation that was presented to and approved by the Assembly last semester included a definition of a TTT faculty position. The definition was as follows:

"A TTTP is any tenure-track or tenured faculty member whose primary job responsibility, is teaching, and teaching is to be the most heavily weighted area for merit, tenure, promotion, and sabbatical purposes while the faculty member holds this designation. Without dictating AWP percentages or course-by-course teaching loads, we estimate that faculty in these positions will dedicate ordinarily no less than 55% to teaching and no more than 15% to research, with a maximum teaching load not to exceed seven (7) 3-credit courses per year."

Proposal: However, our College personnel policies clearly state that 30% is a minimum research/creative activities requirement (Article 3, 3.1 A; see language below). To move forward with recommendations regarding TTT positions, we must address College personnel policies. To that end, the TTTP committee has been meeting and wishes to propose a change to the college

personnel policy language. Also, the TTTP committee met with the A&S Personnel Committee (5 Nov 2018) and that committee supports the proposed language change.

The TTTP committee asks Assembly to review and support this language change. Any change in personnel policies will also have to be approved by the University General Counsel, Provost and the Board of Trustees.

TTTP Committee Members: Ray Chastain, Linda Fuselier, Ann Hall, Lora Haynes, Lauren Heberle, David Howarth, Suzanne Meeks, Shira Rabin, Susan Ryan, Ian Stansel, Christopher Tillquist

The current language and proposed language are given below. The change is focused on the underlined statement of the current policy language.

College Personnel Policy and Procedures

Article 3.1 A, P. 18

Annual Work Plans must be consistent with the missions and program needs of the College and the home department(s). Each full-time faculty member must account for 100 percent of his or her full work load. Normally, the allocation of effort is based on some combination of teaching, research and creative activity, and service. Justification for allocations of effort shall include the listing of courses taught, committee assignments and professional projects. The distribution of effort shall be expressed on the Annual Work Plan in terms of percent of effort allocated to each activity. Normally, a three credit hour course requires at least ten percent of annual effort' this standard shall be the basis for the allocation of effort for all activities. Probationary faculty are required to demonstrate broad proficiency in scholarship; thus, a minimum allocation of thirty percent is required in research and creative activity. All approved annual work plans shall respect both the individual faculty member's need to shape his or her own career and the College's various needs, and shall accordingly permit the faculty member to perform various functions at different stages of his or her career.

Proposed Language (the only change is the underlined text)

Annual Work Plans must be consistent with the missions and program needs of the College and the home department(s). Each full-time faculty member must account for 100 percent of his or her full work load. Normally, the allocation of effort is based on some combination of teaching, research and creative activity, and service. Justification for allocations of effort shall include the listing of courses taught, committee assignments and professional projects. The distribution of effort shall

be expressed on the Annual Work Plan in terms of percent of effort allocated to each activity. Normally, a three credit hour course requires at least ten percent of annual effort' this standard shall be the basis for the allocation of effort for all activities. Probationary faculty are required to demonstrate broad proficiency in scholarship; thus, a minimum allocation of thirty percent is required in research and creative activity for Research-Intensive Tenure Track faculty (RTTF), while an allocation of fifteen percent is required in research and creative activity for Teaching-Intensive Tenure Track Faculty (TTTF). All approved annual work plans shall respect both the individual faculty member's need to shape his or her own career and the College's various needs, and shall accordingly permit the faculty member to perform various functions at different stages of his or her career.