

FAC Meeting 10/20/06 Minutes

Members Present: Paul Paese (for Tinker Murray), Steve Furney, Moe Johnson, Steve Gordon, Kathy Fite, Michelle Pope, Gwynne Ash, Tinker Murray

1. Minutes – Moe Johnson moved accept, Kathy Fite seconded.
2. Michelle reported on discussion with Dean Barerra. She wanted Michelle to tell FAC about procedures of college promotion and tenure group. Communication not getting down to faculty; Michelle responded that FAC can play a role in facilitating communication and information gathering. Michelle will be given a limited position on College Council (after FAC meets can go in as visitor to report on FAC meetings).
3. Liz Stephens resigned from FAC. We need to find a replacement from C&I.
4. Steve Gordon updated us on content of the white paper. Committee has met and agreed on the content.
5. Gene Bourgeois spoke about faculty governance from a college and departmental perspective. Michelle asked him to speak specifically about faculty and administration communication. He related his own history of involvement in faculty governance as a member of the history department in the late 1980's and 1990's and the history of faculty governance initiatives at Texas State University. When all faculty have a voice in determining policies and the direction their college is going. People have a right to attend, be informed, and say things about what the dean or chair is doing and to have a say in where the department or college is going.

As chair of history, he maintained an open-door policy. His view is that the chair, dean, and provost are equal to faculty, but got picked to be the *managing partners*, although he acknowledges that is not everyone's view. Governance rests at the departmental level because that is where individuals are embedded. Faculty rights rest at the departmental level.

FAC is slightly different in that we represent department faculty at the college level with the dean. Similar roles to those played by FAC members are played by members of the faculty senate and college review committees. It seems that the role of FAC would be to share faculty government at a higher level than the departmental level although members need to be in close communication with their departments. Colleges of Education, Business, and Health Professions have more coherence than other colleges on campus.

The T&P policies need to reflect our expectations and Gene's view is that we intend to promote people rather than weed them out. Last year evidence that

personnel committees do not have clear understanding of procedures. Tenure and promotion is one of the most important activities of shared faculty governance. Equity and merit raises should also be an activity of shared faculty governance. He recommended that the FAC meet with the personnel committees in each department to discuss this. The personnel committee is supposed to make sure the chair is handling these matters according to policy.

FAC could play an informational, encouraging, advising role to personnel committees. Committee members informed Gene of what the FAC is currently doing: the faculty governance survey, new faculty luncheon. Gene, in keeping with his roots in history, believes that faculty should know about their rights as faculty. If we don't have a link with the personnel committees, then we don't have a voice. Gene recommended that that the challenge for FAC is that with changes in administrations, the FAC needs to think about how best to we serve as consulting or advising body so that we can help mold decisions. Gwynne asked if Gene would come and speak with the junior faculty about tenure and promotion.

6. Faculty governance survey. Steve made the motion to approve, Ann seconded it. The FAC voted all in favor, none opposed to move ahead with the survey and put it on line.