Faculty Council - Minutes of February 27, 2019

Location: 320 TL (Library Director’s Conference Room)

Present: Ricardo Alfaro (Past Chair), Aviva Dorfman, Mickey Doyle, Judy Haefner, Adam Lutzker, Cathy Miller (CAC/BSP), Emily Newberry (Chair), James Schirmer (Secretary/Chair Elect), DJ Trela

Absent: Sy Banerjee, Nick Kingsley (AAAC), Suzanne Selig

Guest: Susan Alcock, Interim Provost

Meeting brought into session at 9:13am

Chair update
E. Newberry shared that S. Alcock will be staying on through the appointment of the new chancellor. E. Newberry also spoke about the recent governance lunch with Joy Beatty, Marilee Benore, Neil Marsh, and Bruce Maxim, noting that Ann Arbor and Dearborn evaluate administrators every year. E. Newberry observed that there was a greater student presence at the final town hall for the chancellor search, noting that this particular search process, while closed, has elements that are more transparent, consultative, and informative at the beginning. A. Lutzker mentioned that UM-Flint would benefit from a chancellor who would enjoy rather than be annoyed by current conversations on campus.

Minutes of February 20, 2019, approved

Surveys of administrators
DJ Trela raised a question of protocol regarding the evaluation of SON Dean Marge Andrews. E. Newberry explained that, while M. Andrews requested a delay, the ultimate decision was informed by past practice. Faculty Council then discussed the possibility of following Ann Arbor and Dearborn in evaluating administrators every year, noting initial faculty irritation but also the utility of establishing routine opportunities for feedback. DJ Trela framed evaluation as an issue of equity, given that faculty (including department chairs and program directors) are evaluated every year. With the support of Faculty Council, E. Newberry and J. Schirmer will work on proposing appropriate code language.
**Associate provost positions**

Faculty Council welcomed S. Alcock to discuss the proposal to have two Associate Provost positions, one as Dean of Graduate Studies and the other as Dean of Undergraduate Studies. While the former would also oversee the Office of Extended Learning and matters in the digital realm, the latter position would oversee the undergraduate curriculum, including General Education, and the domain of international/global studies. S. Alcock explained that both positions would be asked to undertake other projects at the Provost’s direction and that both positions would be held by faculty and filled via internal search with a 3-year appointment on rotation.

S. Alcock expressed interest in developing a more optimal structure for both graduate and undergraduate studies and stated that, because we are not serving students as well as we could, the best way to organize and strengthen Academic Affairs is a return to having associate provosts with some overlap in their portfolios. Faculty Council provided perspective on past associate provosts, asked about communication and coordination, and stressed the need for clarity in job description and duties, specifically regarding current conversation about General Education and the possibility of a director.

S. Alcock acknowledged that units have to work together, suggested that better coordination is possible, and agreed on the importance of clarifying the roles and responsibilities of and for each associate provost. S. Alcock also offered strong opinion on the necessity of having UM-Flint faculty in these particular roles, with better assurance for stability and strength going forward. And while Faculty Council voiced budgetary and historical concerns, there was general but not unanimous support for the establishment of the two Associate Provost positions.

Faculty Council also discussed with S. Alcock the utility of FAQs and organizational charts for administrative offices, imbalance in unit faculty service loads, and what success in diversity and equity looks like.

Meeting brought into executive session at 10:40am

Meeting returned to regular session at 10:55am

E. Newberry reminded Faculty Council of its next meeting: Wednesday, March 13, 2019, and mentioned 1U and SACUA representatives as special guests and planning for the March 22, 2019, governing faculty meeting as an agenda item.

Meeting adjourned at 11:00am