Faculty Council

Year-End Report 2018-2019

Governing Faculty Meetings - Faculty Council held four Governing Faculty meetings on May 10, 2018, October 19, 2018, March 22, 2019, and April 10, 2019.

SPG 201.96 Policies and Procedures - Throughout the year Faculty Council and FC leadership met with Beth Manning from HR to help draft policies and procedures for when complaints are filed regarding violations of SPG 201.96. These drafts have gone through General Council and Academic HR and the work is still ongoing.

Climate Study follow-up - Faculty Council has had meetings with several parties to try to determine what work is currently on-going across campus to address the concerns outlined in the Campus Climate Study. We have also identified several areas in which faculty can work to improve the climate, such as engaging in training programs related to implicit bias, improving communication between faculty, administration, and staff, as well as working to improve in-class interactions between faculty and students. We invited Tess Barker to discuss her tracking and documentation of Climate Study response around campus. Faculty Council also had meetings with David Luke, Intercultural Center Director and Chris Giordano, the Vice Chancellor of Student Affairs to gather more information about the issues that students feel is important.

Administrator Communication - Over the course of the year Faculty Council has attempted to open lines of communication between administrators and the faculty. To that end, we invited Sue Alcock, Kristi Hottenstein, Chris Giordano, and Tess Barker to our meetings. The conversations were very productive and we appreciate the willingness of these administrators to meet with Faculty Council.

STRIDE Training - Faculty Council took part in a STRIDE training seminar in order to improve the University's efforts to recruit and interview diverse faculty pools. The next step will be to have all search committees take part in this training before they begin search processes.

Administrator Surveys - This year Faculty Council evaluated the Interim Provost, Vice Chancellor for Business and Finance, Vice Chancellor for Enrollment Management, Deans, and Associate Deans. We will be sending out the survey to evaluate Faculty Council after the May 1 end of the current Councils term.

Administrator Evaluation Committee - In March administrators on this campus were approached about being evaluated by the AEC in Ann Arbor. This process hadn't been approved or discussed on the Flint Campus prior to these emails being sent out. Faculty Council drafted two responses to delay the implementation of these surveys until we had been
consulted and had a chance to bring it before the Governing Faculty. The delay was agreed upon and that discussion will take place next academic year.

**Special topics**- Several topics were brought to Faculty Council for our attention. Those included the shrinking/elimination of the ELP program, potential transferral of the IRB to Ann Arbor, 1U, and course evaluations. These issues are ongoing, and the interested parties are still in communication with Faculty Council.

**Faculty Council Operating Procedures**- None of the standing committees currently have rules or procedures that govern the operation of the committees outside the brief descriptions in the Faculty Code. Early in the year we discussed the utility of such a document as a tool for orientation of new members as well as a guide for how to operate. We developed a document that we hope can and will be used as a template by other committees.

**Gen Ed/FYE Recommendations**- The General Education Coordination Committee sent Faculty Council their final report which outlined the motions presented last year which had been voted and approved in all the units, as well as recommendations for how GECC plans on working toward improving Gen Ed/FYE in their work next year. This report was presented at the April 10 Governing Faculty meeting. We thank the committee for all their hard work.

As Chair, I would like to thank all the committees members and especially the Faculty Council committee members who have given so much of their time to make this University a place where we are all proud to work. Best wishes for the next year.

Respectfully submitted,

Emily Newberry
Faculty Council Chair 2018-2019