

Minutes of the CAFNR Policy Committee Meeting

July 20th, 2018

In attendance: Zhanyuan Zhang, Jon Simonsen, Teng Lim, Ingolf Gruen (for Andrew Clarke), Tom McFadden, DaeYoung Kim, Toshi Ezashi, Laura McCann, Jodi Whittier (guest)

Jodi Whittier was invited to the meeting to discuss the workload policy changes, in CAFNR and particularly in SNR. A workload document was drafted and distributed to all faculty but only specifically mentioned tenure-track faculty. Teaching faculty have been told they need to teach four classes per semester, rather than the previous three, which is not what their contracts state. The workload policy seems to have been implemented much more quickly in SNR than in other divisions. An ad-hoc committee of NTT teaching faculty has been created with Vaught spearheading it (with blessing of Profs Jose and Garton). The committee is to develop a proposal for a workload policy specific to NTT teaching faculty. CAFNR Policy Committee is also concerned that four different courses per semester is too much teaching, and hopes to interact with this committee. There was a more general NTT meeting held during the summer as well. Other division reps were asked for their workload policy documents and DASS and Animal Science examples were sent to Jodi. Another issue concerning NTT teaching faculty is that some of the WI money does not seem to be going to support teaching assistants, etc. and they feel they can't complain because they feel vulnerable.

There was a general discussion of the workload documents. It seems as though there is variation across the divisions of the college in terms of the process (e.g. were the workload policies discussed in a meeting and voted on by faculty) and perhaps workload. We have not seen the CAFNR workload policy document but there have been guidelines at the campus and college level to aid divisions.

There was a Professional Track Committee separate from the CAFNR Policy Committee that has been allowed to lapse. There was some discussion as to whether this should be resurrected. After some discussion, it seemed that, rather than creating more committees, it would be best for the CAFNR Policy Committee members who are NTT to form a subcommittee. This also prevents the Dean from hearing conflicting stories from two different committees. We hope that the actions of the CAFNR Policy Committee over the last few years show that the TT faculty are concerned about NTT issues.

On the plus side, on June 21st, the Curators approved transitional pay for NTT faculty who are not renewed. This may facilitate the move to 2-year rolling contracts since there will already be some compensation required (up to \$50,000). Dean Daubert is hoping to move ahead with guidelines for 2-year rolling contracts in CAFNR that in the future would become policy. The consensus was that CPC should offer to facilitate language for the proposed guidelines (after reviewing documents written on the topic for campus and college). It needs to be stressed that while it does help the faculty themselves, this policy will ultimately help CAFNR recruit and retain good faculty.

The other major issue discussed at the meeting was the table of dates that is currently in the NTT faculty promotion guidelines document that was developed by CAFNR Policy Committee and voted on/approved by faculty. The problem is that the specific dates need to be modified regularly in response to changes at the campus level. The Provost's Call seems to be coming out later and later. The CAFNR P&T Committee has asked us to vote to take the table out of the guidelines and have it as a separate document that can be updated by the Chair of the CAFNR P&T Committee in response to the Call document (or before if necessary). The issue was raised that it doesn't really solve the problem of the late call but does take down old info that might be misleading. We voted 8-0 (quorum was present) to approve the change to take out the table from the guidelines and have it as a separate document. (McCann needs to clarify as to whether the generic calendar that was distributed would be in the guidelines, replacing the old one. This would be desirable.)

There was some discussion of the general role of the CAFNR Policy Committee. It was agreed that we have two roles that are hopefully complementary most of the time: 1) to help address faculty concerns that are brought to us or that we proactively seek to address, and 2) to help the Dean in his efforts to improve CAFNR. We appreciate his efforts and look forward to working with him in the future. An agenda item for next year is to discuss what we need to work on in a proactive manner. Workload issues will also affect TT faculty for example. We should be focused on policy, not function as merely a complaints department.

The third week of the semester might be a good time for the first meeting of the Committee. The current Chair reminded people that she agreed to be Chair for a second year in 2017-2018 with the understanding that that would be the last year. She encourages nominations and self-nominations for Chair and other officer positions next year.

It was pointed out that it would be useful for the Chair to look at the terms of Committee members to see who needs to be replaced and send that to DDs in August, along with a reminder of what needs to be done for next year.