

Faculty Affairs Committee Report to Faculty Assembly
Academic Year 2004-2005

Members: Mary Trotter, English (Chair); Subir Chakrabarti, Economics; Jason Eberl, Philosophy; Linda Haas, Sociology; Maureen Minielli, Communication Studies; Susan Sutton, Anthropology (Agenda Council Representative); Catherine Souch, Geography and Associate Dean of Academic Affairs (non-voting)

The Faculty Affairs met ten times, or more than monthly, while also working extensively via e-mail, in an unusually active year. Our work this year updated many of the school's most vital policies and procedures, while also pointing to some larger issues about faculty work, assessment, and governance that are now being discussed informally and formally across the school. Because of the importance of our assignments this year and their long-term implications on the school, the Faculty Affairs Committee has maintained a spirit of openness and democracy in its work, soliciting advice from administrators, faculty, and other committees, and presenting contentious issues for discussion at Faculty Assembly. Our presentations to the Faculty Assembly reflected careful deliberation on our part, but encouraged the involvement of the faculty body. By working in this way, rather than merely bringing forward documents for vote, or acquiescing without debate to opinions that we felt did not best serve the needs of the school, we have endeavored to breed a spirit of collegiality and informed self-governance among the school's faculty.

We revised the SLA Promotion and Tenure Guidelines, updating it to reflect changes at the campus level, but also adding procedures for lecturers, faculty involved in scholarly editing and applied research, and faculty with joint and adjunct appointments. This revision required us to consider the developments in research, teaching, and service within the school, the guidelines at the campus and university level, and the recent addition of lecturers to the faculty body. This document was unanimously approved at the January 28 Faculty Assembly meeting.

We created the Promotion Criteria for Lecturers in the SLA, which were approved unanimously by the Faculty Assembly on March 25.

We solicited and received nominations for, and award the SLA Faculty Medal of Achievement and the awards for outstanding tenure-line faculty member, outstanding lecturer, and outstanding part-time faculty member. The outstanding lecturer award is being awarded this year for the first time.

We prepared two drafts of a revision of the SLA Faculty Salary Policy, soliciting advice from both the faculty assembly and interested individuals and committees, including Dean White, Dean Hanson, Susanmarie Harrington, the Resources and Planning Committee, and the Faculty Enhancement Committee. This policy had not been revised since it was approved in 1990. We have completed a third revision of the policy, to be considered by the Faculty Assembly this fall.

Next year, along with continuing our work on the SLA Salary Policy, we will begin work revising the Tenure and Promotion Criteria for tenure-line faculty in the School of Liberal Arts.