

UNIVERSITY FACULTY COUNCIL MINUTES – MEETING ELEVEN

March 15, 2006, 3 – 5 p.m.

Tower Room, McKenny Union

www.emich.edu/facultycouncil

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487-0196

**I. Call to order**

The meeting was called to order at 3:12

**II. Approval of the minutes of February 15, 2005**

The minutes were approved.

**III. Committee Appointments**

**A. USLRC- CAS --** David Kass was unanimously reappointed to a regular 3year term.

**IV. Guests – Robert Holkeboer – Associate VP of Graduate Studies and Research**

**Faculty Research Fellowship Revision.** The proposal was rejected (13 Yes and 17 No), and then passed (21 Yes and 9 No) when Released-Time Spring-Summer Awards (c) and (d) were reinserted which indicate that a Spring-Summer award may be obtained for writing large institutional or interdisciplinary proposals (c), or for efforts not supported by an external grant budget (d).

**During the discussion the following points were made:**

- Don Loppnow indicated that there again is an increase in the number of awards being made. He hopes that this increase can be continued. In part this depends on the faculty; increased monies are more likely to be made available if there are more proposals.
- New faculty awards are not impacted by this proposal. With respect to sabbaticals, there are contractual obligations.
- The additional deadline in March is welcomed.
- College evaluation is welcomed, so that the awarding process is more transparent.
- Even those in favor of the proposal believe that many details of the proposal still need to be worked out.
- The proposal will be tried for a year and then revisited if it looks like there are problems.
- A proposal was made to roughly divide the monies available in half, so that there is money for the March review process. Both Bob Holkeboer and Don Loppnow agreed that this was a good idea. Frequently, however, this will involve making an educated guess.
- Spring/Summer awards should be made during the Fall term if at all possible; this works better from a budget perspective.
- The value of Spring/Summer applications is not agreed upon. On the one hand faculty frequently are not teaching during Spring/Summer, and, therefore, it is a natural time to do research, and release time really should not be requested. On the other hand, asking for release time makes it possible for faculty to do research when otherwise they would be teaching, and the problem of having courses covered is less acute during this time.
- A proposal was made to separate cash awards from FRFs, so that a cash award does not count against the person when applying for an FRF following the cash award. Bob Holkeboer said that this can be done easily.

- Cash awards may be requested when people receive a sabbatical.
- Bob Holkeboer indicated that the intent is to prevent specific people from getting repeated awards, “feeding repeatedly from the trough.” However, the problem also can be seen as a trough which is too shallow. Further, some research projects do require more than one award to get off the ground. Bob Holkeboer indicated that the word “normally” is inserted in the sentence that “Only one FRF is normally allowed during two consecutive fiscal years” in order to make repetitions possible when they are needed.
- The proposal was made that Fulbrights should be included. Bob Holkeboer said that they will not be, because they are too expensive. He suggested that it makes more sense for a person to take a sabbatical in addition to the Fulbright.
- The number of options in release time is too large; to obtain some amount of support, faculty may ask for too little to do quality work.

**V. Gender Identity & Gender Expression - Student Leadership Request**

The following motion was passed (25 Yes, 1 No, and 1 abstention): The University Faculty Council supports the addition of “gender identity and gender expression” to the antidiscrimination policy adopted by the Board of Regents at Eastern Michigan University.

**VI. Handouts and a Thank you.**

**Handouts:** a Scholarship Status Update, Enrollment Services Division Update, and General Education Course Approvals.

**Thank you.** Kathryn Prater, the recipient of the UFC, sent a *Thank you* card which was circulated. She received the first UFC Scholarship.

**VII. Central Scheduling Taskforce – Sally McCracken**

Sally McCracken indicated that the taskforce was finished. The report, made available as a paper copy to representatives, indicates that software needs to be obtained to track classrooms. Departments should have priority in scheduling classes, and then spaces can be made available to other departments and for other activities.

**VIII. Karen Busch – Director of the Bruce K. Nelson Faculty Development Center**

- There will be a Faculty Showcase on April 6.
- Faculty tend to be more willing to talk about problems encountered in research than in teaching, and this should change.
- New faculty coming from research universities and faculty who have not updated their teaching styles tend to lecture, and this does not work with today’s student.
- Karen Busch proposed that release time for new faculty should include an individual faculty development plan which includes a very specific outline to learn to teach. This led to a number of reactions. First, dictating everything to new faculty may not inspire new faculty. Further, new faculty frequently do not know enough to be able to plan for problems; frequently they know they have a problem only when they encounter it. Mentors may not know which problems a new faculty member will encounter, because different people face different problems. As a result, informal willingness to help out and provide feedback has been found to work better than other strategies. Indicating to faculty that teaching is considered to be very important at EMU is sufficient motivation for new faculty to attend to it.

- Teaching cannot be looked at as a one-way street. It is true that teachers need to learn to teach; however, many students seem to be willing to experience being a student, but they are not willing to learn, let alone study.
- Mentors need to learn to be mentors also.
- The evaluation forms used by observers have not been changed for a decade; perhaps they need to be changed. At least they should be critically evaluated.
- Karen Busch is willing to come to departmental meetings or hold meetings elsewhere than in the library.

#### **IX. Discussion of Elements of University Strategic Vision**

Please invite comments and send them to Daryl Barton.

April 3, a rough draft will be made available.

Two open forums: April 10, 10 – 11, Tower room, McKenny Union, and  
April 11, 5 – 6, 104 Mark Jefferson

#### **X. Announcements**

- The **Twelfth University Faculty Council** meeting for the 2005- 2006 Academic Year will be held on April 5, 2006, 3 – 5 p.m. in the Tower Room of McKenny Union.
- The **Twelfth University Faculty Council Executive Board** meeting for the 2005-2006 Academic Year will be held on March 22, 2006, 3 – 5 p.m. in the Faculty Council Office, 104 Pierce Hall.
- Please make sure that you read your e-mail regularly. It is the primary method of communication regarding upcoming Faculty Council meetings and for announcements. Please reduce your accumulated e-mail; otherwise, OVERQUOTA will appear, and you will not receive current materials.
- **University Faculty Council** minutes, documents, etc. are now posted on the website, [www.emich.edu/facultycouncil](http://www.emich.edu/facultycouncil)

#### **VII. Adjournment**

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Alida Westman

**Present:** M. Rahman (ACC); V. Okafor (AFS); M. Reedy (ART); M. Coffman (BIOL); R. Nord (CHEM); S. McCracken (CTA); M. Evett (COSC); D. Crary (ECON); L. Adler-Kassner (ENGL); I. Ahmad (CIS); M. Zinggeler (FLABS); C. Mayda (GEO/GEOLOG); M. Higbee (HIS/PHIL) S. Levine (HHP); D. Clifford (HEALTH SCI); C. Haddad (TECH STUDIES); G. Mitchell (ENGIN TECH); E. Broughton (L & C); L. Klopfer (Halle); K. Banerji (MGMT); D. Barton (MKT); J. Jones (MATH); J. R. Smith (MUS/DANCE); J. Porter (PHY/AST); E. Martin (PLS); A. Westman (PSY); R. Orrange (SAC); L. Nybell (SWK); L. Lee (SPED); M. McCormack (TED); S. Norton (WMST).

**Ex-Officio:** D. Loppnow (INTERIM PROVOST & VP OF ACADEMIC AFFAIRS); N. Contis (ASSOCIATE V.P. FOR ACADEMIC AFFAIRS, UNDERGRADUATE STUDIES AND CURRICULUM)

**Guests:** R. Holkeboer (ASSOCIATE VICE-PRESIDENT OF GRADUATE STUDIES AND RESEARCH); Karen Busch (DIRECTOR OF THE BRUCE K. NELSON FACULTY DEVELOPMENT CENTER); R. Douglass (HEALTH SCI)

**Absent:** NURS