

## **FEC Report on Actions Taken as a Result of Faculty Feedback**

9-30-2023

Last year, FEC devoted a Committee of the Whole (COW) during the October faculty meeting to deliberate the effective use of faculty meeting time and potential topics for faculty discussion. The meeting was followed by a survey (see summary of results at the end). FEC recognizes that only 104 faculty members participated in the survey, and the survey results are thus not representative of all faculty's views.

Discussion topics suggested by faculty varied widely in terms of scope and frequency, and included:

- governance (review of governance system, role of faculty in college-wide decisions, criteria for divisional classification of departments and programs, scope of authority of committees)
- pay equity (salary transparency)
- faculty support (NTT and pre-tenure faculty and others in contractually vulnerable positions)
- faculty service (weight in promotion decision, expectations at different ranks, acknowledgment, distribution, compensation)
- faculty retention (particularly minoritized individuals)
- faculty evaluation (teaching evaluations, criteria, accountability to teacher-scholar model, faculty handbook language, requirements after tenure and promotion to full professor)
- teaching during COVID-19
- classroom policies and practices (faculty adherence or lack thereof, grade inflation)
- communication and collaboration between departments

As the vast majority of faculty who participated in the survey expressed interest in having faculty-only meetings, FEC held two optional faculty-only meetings last year in a hybrid format (December 9 and April 14), following the preference expressed by faculty on the survey. The topics of both meetings emerged from faculty suggestions (teaching during COVID-19; values regarding service and the governance system). To determine the topics of faculty-only meetings, FEC evaluated suggestions based on faculty actionability, respect for academic freedom and rights, broad relevance, and time sensitivity.

FEC also worked with the DOF/VPAA to explore ways to improve faculty meetings, such as improving the technology for hybrid meetings and voting, leaving sufficient time for Q&A after the president's report and dean's report, changing the venue to encourage more faculty interaction and discussion, and bringing more deliberative items to the faculty floor. The discussion and recommendations from the faculty-only meeting on April 14 continue to inform the current review of the governance system.

Other topics and suggestions were forwarded to the relevant governance committees and offices. FEC has also reached out to governance committee chairs and will continue to work with them to bring agenda items to the faculty floor.

A more participatory faculty meeting takes practice, and we are eager to hear your feedback in this respect.