

FDEC MINUTES/PROGRESS REPORT
September 30, 2002

Present: Dr. A. Miller, E. Little, M. Pratt, J. Santi, G. Whaley, J. Van Dyke, H.T. Ray, V. Robertson, L. Lipinski

The committee shared the Senate concerns with Dr. Miller. We discussed the lack of responses from six departments. It seemed best if Dr. Miller sent a diplomatic request to all deans and department chairs to submit their responses.

We discussed the problems we are having with the responses we have, and decided to meet with Dr. Arreola as quickly as possible. This meeting will include chairs, deans, the committee members, and the executive committee of the senate. Our best meeting time is on Mondays or Wednesdays after 1:45. Dr. Miller said she would contact Dr. Arreola and schedule the meeting next week if possible.

Jane mentioned that Ed Bernard, her chair, has their responses on a spreadsheet. We all agreed a spreadsheet would be easier to work with. Dr. Miller stated we should have institutional research help us. She also said we need a support staff person, a database, and distribution list of faculty. She said she would arrange these for the committee.

The senate is concerned about lack of support for the evaluation process and the fears and suspicions about being evaluated by a supervisor. Dr. Miller said it is going to be important to get people to learn how to evaluate. Administrators need to be trained to evaluate respectfully, using a positive approach. This training session could be for all faculty and department heads.

We discussed the problem of some faculty's negative attitudes; this led to a discussion of merit pay for those who go beyond their job description. We mentioned that some things are part of the faculty member's contract as opposed to those things you're evaluated on. Faculty will have to decide the difference between doing your job and doing an extraordinary job—beyond mandatory responsibilities. From the list of duties, those optional items give documentation that a reward is appropriate. Another point is that the list of faculty responsibilities/options is open-ended.

The new evaluation system does give an incentive, but it seems that people tend to be suspicious—some negative experiences with those receiving merit raises in the past. A problem that comes up is that supervisors don't document enough.

Does STCC have money for merit pay? An institution has to decide to allow TBR funds to be used for merit. Accountability measured by committee chair.

Dr. Miller is a member of a TBR task force for promotion and tenure.

Dr. Miller mentioned that after we finish the faculty evaluation system, we need to work on evaluating from the bottom up—faculty to chair, chair to dean, etc.

There was discussion about the Faculty Development Day. Dr. Miller stated that we do not have to follow the day selected by the calendar committee if it doesn't work for our committee. We can change the date for this coming year and next fall as well. We may schedule events throughout the semester. We decided to stay with January 13, 2003 for this year. Dr. Miller will contact the TBR lawyers for a presentation focusing on issues related to sexual orientation. This would be a half day session. She recommended that we locate at Macon because of ease of parking. We can schedule other events throughout the semester if we wish.

A concern was voiced about how faculty in the Liberal Studies and Education Division will be evaluated this spring since they prepared two different FDP forms. This needs to be brought up at the meeting with deans and chairs. Many of these faculty members are concerned they won't be evaluated on all that they do for the college, but only on the tasks that link to the goals for their division.

Mary Pratt will report the steps we are taking to move forward with the process to the Faculty Senate.

Dr. Miller will get Vicki a distribution list. We decided to send out a questionnaire to faculty about development program ideas later on in spring 2003. We should add workshops on evaluation as development.

We decided to add a question to the request for development funds. Does your request connect to your FDP? If so, how? We need to get some data here on how the funds are contributing to a faculty member's development. This would be a positive way to show faculty support in areas they need to strengthen.

Dr. Miller will contact Dr. Arreola and we will be notified as soon as a meeting time is arranged.