

UMUC FACULTY ADVISORY COUNCIL REPORT TO THE FACULTY

June 2011

As a part of “shared governance” at UMUC, the Faculty Advisory Council (FAC) meets monthly to consider issues of concern to faculty. Faculty will be kept updated on these and other issues throughout the year.

COMMUNICATION

A committee of the FAC continues to explore the use of on-line groups and forums for communication among faculty. FAC is currently investigating the best way to facilitate e-mail correspondence with faculty. Further, a project to create a faculty wide forum is in the works, and those members of the faculty who have expertise in creating on-line forums are requested to contact FAC member Debra Rosenthal at:

prof.rosenthal@gmail.com

CONDITIONS OF EMPLOYMENT

New Status for Some Adjunct Instructors. Universities within the University System of Maryland are mandated to develop a more stable employment situation for at least some adjuncts effective Fall term. FAC will participate on the University’s task force to work out the details of the new “Adjunct II” status at UMUC.

Standards for Evaluating Faculty. An automated “faculty presence” report is generated weekly for all web-based classes. They include data on log-ins, class announcements, and conference posts, but do not measure activity in other parts of the classroom. Academic directors are supposed to use these reports to help insure that instructors are active in the classroom. However, the reports are limited. Instructors have stated that they have been unjustly chastised, sometimes publicly, for “failing” to be active in their classes based solely on these automated reports. Dr. von Lehmen agreed that the system is meant to serve as a red flag for classrooms that might be experiencing problems and that should be investigated further. It was noted, for example, that some instructors might be very active in the Study Groups area, a portion of WebTycho that is not covered by the automated faculty presence report. Dr. von Lehmen will clarify with academic supervisors.

Marcia Watson from the Provost’s office provides the following information about standards for evaluating faculty:

The faculty expectations documents can be accessed from the CTL page at <http://www.umuc.edu/ctl/expectations.cfm> - - scroll down to see links to the documents at the bottom of the page. The expectations for "faculty presence" are clearly stated in these documents.

There are links to the faculty evaluation instruments on the SUS home page on the intranet at <http://intranet.umuc.edu/ugp> Scroll down to "Faculty Evaluation Forms" at the bottom of the long list of available forms and resources. As a reminder, the intranet is password protected and every faculty member can get the appropriate logon and password by going into the Faculty Portal (MyUMUC) and looking in the menu on the left for "[Stateside Intranet Login Info](#)."

Another good resource is the website for the Office of Evaluation and Assessment at <http://www.umuc.edu/outcomes/learningevaluation/about.cfm> ... Noteworthy here is a link to [Evaluation Research and Best Practices](#)
http://www.umuc.edu/outcomes/learningevaluation/best_practices.cfm

The Evaluation and Assessment website also contains a link to a page of "Course Evaluations" at

http://www.umuc.edu/outcomes/learningevaluation/course_evaluation.cfm . This page has LOTS of information about how course evaluations are conducted.

Asian Division. Dr. Allan Berg, vice president and director of UMUC Europe, has been designated the temporary acting director of UMUC Asia. FAC has requested that the administration designate a search committee, including faculty members, for the new permanent division director.

Job Postings. FAC voted unanimously as follows:

The members of the Faculty Advisory Council recommend that the department heads at the University of Maryland University College send e-mail notices to all of their faculty when a job in their area is posted. This will help faculty learn know about career development opportunities and will also assist with recruiting.

Administration responded by stating the feasibility of posting job announcements in the 999s will be explored. The traditional Internet job announcement pages will also be retained.

Protection against Retaliation. FAC expressed strong concern that faculty who criticize University policy or advocate policy changes—including FAC members—should be protected against retaliation by supervisors. FAC has requested that the Provost conduct training for supervisors (similar to the workshops on sexual harassment) or issue a statement reminding administrators that retaliation is not acceptable. The Provost does not think that a workshop is the best approach. He stated that retaliation is absolutely not acceptable and he will not tolerate it. Any faculty member who believes that he or she is a victim of retaliation has recourse to the faculty grievance procedure.

Due Process and Grievances. FAC voted to approve a slate of instructors and administrators to serve on UMUC grievance committees:

The current administrative-generated list of nominees for the Grievance Panel is approved, according to policy, but with the proviso that FAC would like to address the fundamental problems with the Grievance Procedure within an agreed upon time frame.

Emeritus Policy. The administration agreed that faculty whose service to UMUC has been interrupted should be eligible for emeritus status. The new policy can be found at <http://www.umuc.edu/policies/facultypolicies/fac18200.cfm>

ACADEMICS

Class size. Nearly all of UMUC's stateside undergraduate courses will be conducted in 8-week terms beginning Fall 2011. The University's research on the effects of differing class sizes has focused on how class size affects students, and was not designed to determine how class size affects instructors. Meeting with representatives of the Institutional Research office, FAC emphasized the importance of these variables for upcoming institutional research.

Required Training for All Instructors. All instructors teaching in the Fall must take CTLA 700, Re-Visioning for Fall 2011. Contact your academic director or the Center for Teaching and Learning for more information.

Funding for Conference Presentations. The Center for Teaching and Learning (CTL) is again offering travel funding to UMUC's adjunct and full-time faculty members who give presentations at professional conferences in their discipline. Please visit the Web site at <http://www.umuc.edu/ctl/pdg.cfm> and e-mail questions to ctl@umuc.edu.

SHARED GOVERNANCE

To improve communication between faculty and administration, FAC has been meeting in teleconferences with the Provost and other administrators, including George Shoenberger, UMUC's chief operating officer. At the request of the Provost, FAC and the University Advisory Council (UAC) reviewed and suggested revisions to the University's Periodic Review Report required by the Middle States Commission on Higher Education.

FAC approved the appointment of Bill Kerr (Europe) to serve on the search committee for the new head of the Center for Teaching and Learning (CTL). Rich Pauli (Adelphi) will serve on the Learning Outcomes Committee.

FAC has urged the administration to include adjunct as well as full-time faculty members on all major university committees. There is slow progress in this regard, in part because the University operates with very few standing policy committees. The Provost considered reviving the once-active Academic Affairs Committee as a way to keep all major decision makers and constituents—including FAC—informed of new and ongoing academic initiatives. However, the Provost later decided that the revival of the Academic Affairs Committee was not feasible.

The following is a list of current appointments of FAC representatives to UMUC standing committees:

SUS Curriculum Committee	Betty Jo Mayeske
SEGUE Curriculum Redesign Group	Benjamin Terry Williams
GSMT Council	Theo Stone
Student Success	Christopher Melley
Learning Outcomes Assessment	Richard Pauli
Academic Technology Steering Committee	Theo Stone
Faculty Research Release Time Initiative	Theo Stone

In addition, in the past academic year, FAC representatives served on three *ad hoc* committees: Student Credit Hour Definition (Pete Minetree); Annual Faculty Survey (Margo Coleman); Adjunct II Implementation Committee (Bruce Hull and Pete Minetree).

FAC continues to ask the administration to facilitate instructor service on University committees by providing compensation. Almost all UMUC instructors are paid by the course, as adjuncts, or as full-time NOL faculty with salary based on course load. There is general agreement on FAC that committee service, like other forms of departmental service, should be compensated. Because the administration has been reluctant to compensate faculty for committee service, FAC has requested an annual budget for this purpose.

FAC has also asked for follow-up on a few items of old business, including efforts to insure scientific literacy and a request for revisions to the University plagiarism policy, which had stalled.

FAC Representatives. Current FAC representatives are Jane Burman-Holtom, Maggie Cohen, Jennifer Diffin, Heather Hartel, William Henderson, David Hershfield, Bruce Hull, Susan Malone, Betty Jo Mayeske, Chris Melley, Robert Miller, Pete Minetree, Richard Pauli, Eric Ramon, Dave Ramsey, Debra Rosenthal, Benjamin Williams. Ex officio: Marcia Watson representing the Provost’s office.

FAC Executive Committee. Bruce Hull, Chair; Betty Jo Mayeske, Vice-Chair; Chris Melley, Secretary; David Hershfield, at-large executive committee member.

Faculty Advisory Council home page: <http://www.umuc.edu/faculty/council/>

~~This report prepared by Debra Rosenthal, June 6, 2011