Reassigned Teaching/Workload Policies ▶ Gerard announced that he has asked Keith Moreland to accept the leadership role in a key element of the Strategic Plan implementation which is looking at and enhancing our Workload Policy for Faculty. Gerard indicated that there are approximately 102 initiatives within the Strategic Plan, and 15 have been earmarked for initial implementation. He said that they are looking for opportunities to reassign teaching time due to research and service obligations; this is referred to as “reassigned teaching.” Gerard further noted that during the dozen or so parleys that he has held with faculty, the common theme concerns faculty workloads, especially a concern for junior faculty.

Areas of concern and/or initial ideas by the Deans included the following:

- The hope that a new policy would allow flexibility in working with their Executive Committees, especially as it concerns the difference in research responsibilities between junior faculty and full professors.
- Also, there needs to be flexibility in hiring practices. What is good for one new faculty may not be good for the other. Right now we have the opportunity to offer some options in terms of salary negotiations versus release time for start-up purposes.
- Much discussion took place regarding grants and integrating that within the new policy; however, we want to make sure that we don’t develop policy for the purpose of enhancing grants.
- Mentoring and resources are needed; one size does not fit all. We will get minimal results by just tweaking policy.

Keith indicated that he has just begun developing the framework for a new policy and indicated that he would appreciate the Deans’ assistance. He noted that initially, we need to begin with three elements:

- We need to identify the methods of soliciting ideas from various parties including, faculty, deans, TCLT, etc. … developing a methodology.
- We need to create an inventory of ideas for faculty to earn release time.
- How do we pay for it and/or at least identify the cost of implementing a new policy.

Discussion involved sharing ideas regarding programs from other universities specifically entailing faculty securing grants in exchange for and/or to support release time.

Gerard indicated that faculty are concerned that because of their workload, they may not be successful in research. He added that he wants to make sure that there is consistency within all units especially in terms of assistant professors and wants to make sure that we provide new faculty with every opportunity to succeed.
Keith mentioned that we need faculty to have the skill-set to utilize the opportunity of release time. We need to create opportunities to move in that direction.

Keith indicated that he is seeking the following input from Deans:

- He would like to receive from each unit an inventory of policies and/or procedures that are in place now to grant teaching load reductions; and
- He would like the Deans to provide their thoughts regarding what type of things that should be considered in developing a new policy.

Gerard asked Keith to follow-up with a memo to Deans.

**Approval of Minutes from April 12, 2012**

The Minutes were approved as amended.

**Student Evaluations**

Gerard indicated that from the Governing Faculty Meeting and the parleys that he has been conducting, faculty are very upset regarding the notion of making public course evaluations. DJ indicated that in CAS course evaluations are only one element out of eight in assessing teaching performance and that there are several others. Much discussion took place. Gerard indicated that this is only an FYI and is up to governing faculty to handle. An agreement was made for Vahid to craft an email to Eric Freedman regarding the status of posting student course evaluations that he may feel free to forward it to the faculty.

**Review of Teaching Quality**

Gerard wants to make sure that we have consistent and diverse metrics to evaluate the quality of teaching. Some faculty think that student evaluations are the only thing that measures their teaching performance; some are aware of peer evaluations but don’t think too highly of them.

Gerard asked all the deans to send to the group a list of measures that their unit utilizes in assessing teaching performance. He asked what metrics are being used and indicated that faculty need to be aware of what is used. Most of the deans indicated that policy and guidelines are online for faculty and that other measures, like junior faculty seminars, mentoring, etc. are also used so that faculty are aware of what is expected and how they are being measured. One of the areas that is problematic for some departments is the number of preps that faculty are expected to handle which may occur on a yearly basis. Gerard concluded by indicating that he would like to reduce the anxiety level especially for junior faculty and also make sure that units are fairly consistent.

**Hanover Research**

Gerard disseminated a handout from Hanover Research advertising the research services that are available from them. He provided an overview of their services and instructed deans to get back to him only if they were interested.

**Discussion of Academic Affairs Audit**

Gerard provided a copy of the Academic Affairs Audit to the Deans for their information. He is relatively pleased with the report.

**LEO Contract Expenses**

DJ said that most recently he received some additional information, so he would like to table this agenda item until that is done.

**Capital Campaign**

Gerard reported that all three campuses are working together regarding a Capital Campaign and he has had several meetings in this regard in Ann Arbor. He indicated the charge to our campus is to identify several themes by June. Discussion took place and the consensus was that a good starting point is that themes should evolve or be tied to our Strategic Plan.

**Matters Arising**

Gerard indicated that he would like to devote the entire next Council of Deans meeting to the Capital Campaign. The meeting was adjourned at 5:05 p.m.