

Meeting Minutes
Executive Committee of the AFSE
May 7, 2024

Present: Xiao Wang (chair), Dianne Hansford (secretary), Brian Atkinson, Treavor Boyer, Nancy Cooke, Heather Emady, Shenghan Guo, Vikram Kodibagkar, Anthony Lamanna, Pitu Mirchandani, Guoliang Xue, Yanchao Zhang, Yong-Hang Zhang

Absent: Hyunglae Lee, Xiangyang Dong

Guest: Kelli Haren, Kyle Squires, Lenore Dai

1. Approval of minutes

Motion: Approve minutes from April 5, 2024. (An email was sent to the EC to vote to approve the minutes.) The motion was unanimously approved.

2. Teaching Faculty Promotion Criteria

Lenore Dai was a guest at today's meeting to introduce the new teaching faculty (TF) promotion criteria ("2024 criteria"). Eventually, the 2024 criteria will need a vote from faculty, but first, the EC has been asked to review. After the EC review, the provost will review the documents.

Kyle presented a slide set that reviewed the goals of the 2024 criteria and compared them to the 2019 criteria.

Q&A session with Lenore:

- Existing TF can use 2019 or 2024 criteria; new hires will use the 2024 criteria.
- Will TF on personnel and DFAC evaluate T/TT faculty or only TF? TF will only vote for TF.
- What about TF without a PhD? Those hired prior to 2022 will be grandfathered in. There will be an instructor track for those hired without PhD.
- How will this policy concerning a PhD be communicated to those hired prior to 2022? This policy will not be written into criteria. Also, TF will be able to get an exception.
- Will PoP be hired without PhD? Yes, and industry experience will be important in the hiring decision.
- If a TF initially chooses the 2019 criteria, can they later change to the 2024 criteria (and visa-versa)? Yes, they can change. So far, feedback on the 2024 criteria is favorable and we expect most TF to choose it.
- How many TF do not have PhDs? Some schools have more non-PhD faculty than others: TPS and construction management are two examples. They will be grandfathered in.
- Is a PhD in a related field considered relevant to this? We use the term "terminal degree", not PhD.
- Trevor noted that the EC subcommittee suggestions were incorporated.
- If a school has only one TF, then won't this person have to always be on the personnel committee? There is language to address this. Some schools have no TF.
- Are other units incorporating similar changes? FSE has more activity on these changes than other units, including promotion workshops.

EC members will be asked to provide feedback and vote to approve before May 15. Corrections should be sent to Kelli. The provost might request changes, and if so, then could come back to EC.

Next Meeting

Friday, August TBD, 2024

12:00 - 1:00pm in TBD