

Faculty Senate Vice-Chair Report
January 2019

As you can imagine, my activities in December were not numerous. In response to Senator Brown's questions regarding the use of Digital Measures, I attended the Digital Measures Steering Committee on December 6. Representatives from each college as well as the Vice President for Research, the Provost, and the President attended. Digital Measures is alive and well and I got a bit of a scolding for mentioning that, as department head, I ask faculty to turn in both their CVs and the Digital Measures report in preparation for completing their Faculty Performance Reviews (FPR) each year, and that I rely more heavily on their CVs as that information is often most accurate. The bottom line is that Digital Measures is seen as the sole instrument that should be used to understand faculty's work and it isn't going away. There is work, however, on creating portals for each faculty where the digital measures information (publications, grants, etc.) will be automatically uploaded to create professional webpages for each faculty. Issues such as what information should be automatically included in the individual's page was discussed in length and I suggested that there be a process for faculty to submit a request to have information kept off their webpage if they feel there is justification. I didn't feel that the suggestion was picked up by the committee, but if the portals go live, I trust that if enough faculty have concerns, a process will be developed. On a personal note, I felt that the portals would be, for me, the first time that Digital Measures would be of benefit. My work would be automatically uploaded and made publicly available to an audience wider than my department or college and without my needing to find time to create my own webpage. Look for a pilot of the portals coming some time in the coming year.

The second activity I would like to report on is the amazing work that the Long Range Planning committee is doing on the revisions to the Senate by-laws and, soon, Constitution. I would like to give shout outs to Melissa Guynn, Nicole Hamilton, Mary Lamonica, Julia Parra, Susan Beck, Hillary Avitia, Rose Conley, and Shelly Noe for showing up to a 4 pm working meeting on the Friday before graduation to work on the revisions. In particular, Melissa Guynn was on fire in making suggestions about wording and organization. Well done, everyone! How honored I am to be working with such committed faculty to show up on the last day of the regular semester. You all are impressive.

Finally, as Becky mentioned in her report, we both met with Dr. Floros and Dr. Mason on Wednesday December 19th in the first of monthly update meetings we will be having this spring. In addition to the topics Becky mentioned, we also talked about the lack of training that department heads receive and how much department heads need such training. Nationally, the literature on university department heads consistently reports that faculty who move into these positions do not receive training either before or after becoming department head. There may be no two job more different than faculty member and department head in terms of the skills and knowledge each requires for success. In full disclosure, I suggested that if such training were developed, that it be mandatory for newly appointed chairs to attend.

I am looking forward to the coming semester with you all. You, again, are amazing and I am very honored to be working with you this year.