

## CECS College Council – Minutes – 29 October 2021

**Present:** Bin Fu, Jae Sok Son, Maysam Pournik, Jaime Ramos, Thuy Vu, Mataz Alcoutlabi, John Abraham, Douglas Timmer, Jong-Min Kim, Shiekh Ariful Islam (online), Anil Srivastava (online), Immanuel Edinbarough (online)

**Guests:** Dean Ala Qubbaj and Associate Dean Nazmul Islam, Stephen Crown

**Absent:** Jorge Vidal (ex-officio member)

- 1. Dean's Comments:** University has received great recognitions; Working on Doctoral programs, especially the one in Material Science and Engineering (expected start Fall 2023); About 10 to 14 faculty searches ongoing currently (both replacements as well new lines to meet growth); merit raise expected next year; more space needed to meet new faculty and new program's needs, working with the Provost via the space allocation process
- 2. Previous meeting minutes:** Motion to pass minutes from Sept. 17 was made by Timmer and seconded by Alcoutlabi; motion passed unanimously.
- 3. Dean's evaluation:** Crown reported - 84 faculty members responded out of 115; responses were anonymous; conducted electronically. Council recommended distributing full report to all the faculty with Dean's permission, but, without comments.
- 4. Faculty's physical presence on campus:** As the decision to move to the hybrid format was made by the administration when Covid started, the administration will decide to revert it at the appropriate time and the council does not need to give any input on this matter. Dr. Nazmul Islam informed the council that "starting in Spring 2022, classes will be face to face unless the class had been approved for online modality prior to 2020."
- 5. Workload:** Discussion on incorporating college workload policy into annual evaluation of departments— Council suggested that individual faculty should meet with department chair to come up with delineated responsibilities based on mutually agreed workload plan for each academic year, which should be the basis for their annual evaluation
- 6. Merit and special merit:** Concerns raised by the Chairs, Dean and the Provost indicated that current annual evaluation process does not reward faculty who are truly outstanding. Thus, perhaps the funds for merit should be separated into two categories, 1. general merit (as it exists now) and (2) special merit (process yet to be decided upon). A vote was taken on whether we need to create a special merit, and a majority voted (7/11) in favor of it. An agreement was reached to distribute 67% for the general merit and 33% for the special merit. The council will work on eligibility requirements and process to follow for the special merit in the future meetings.

**Adjourn meeting at 1:22 pm (next meeting will be November 19)**