

## **Thursday, December 9th, 2022 - TPAC meeting**

Jordan Hall 302, Mike Kitz, Tatiana Botero,

### **I. Introductions/Welcome - Mike Kitz, Tatiana Botero**

Mike introduced the meeting by remarking on the positive energy and connections with the Provost office, the collaboration with Chris Mazar and Maura Ryan, and the progress made with the mentoring program.

### **II. TPAC-RL Promotion Panel Plans - Maura Ryan**

(Vice President. and Associate Provost for Faculty affairs),

A new [link on the Provost's website](#) has been created with all information and documents related to the appointment, reappointment and promotion.

At the beginning of each semester, a letter is sent to all department Chairs and Associate Deans with a reminder of these resources and tools for annual observations including instructions to apply for mentoring, etc.

Additionally, there will be three dates for panels in the Spring semester (Jan 25 for Engineering, Feb 3 for Sciences, Feb 22 for A&L and Keough) geared at TPAC-RL faculty with information about the reappointment and promotion process and senior faculty sharing their experience. It is planned to reach out to other units as well, e.g. Mendoza, in the future.

A comment from the faculty was made that department Chairs should be made part of the training process for promotion and be invited to the three panel meetings. Another concern addressed a certain lack of consistency of criteria for promotion across the colleges and even within one rank. A suggestion was made to have TPAC be evaluated by another unit that is affiliated to the department, especially with units having few TPACs. These concerns were acknowledged as part of an ongoing dialogue.

### **III. Mentoring Program - update and how to sign up**

**Mentoring Program:** This year, 36 faculty were trained as mentors, 22 faculty from different academic units applied to be mentored. The form to sign up for mentoring is on the [Provost's website](#). All TPAC are encouraged to spread the word about this resource.

## IV. TPAC - RL profile

Mike presented several [slides with data](#), slides 6-9.

In summary:

- The total number of TPAC-RL has increased by 24 to 537 from last year.
- TPAC-RL faculty represent 36.5% of all faculty at ND. (Slide 6)
- This academic year shows increased numbers in the higher levels (Associate, Full) and a decreasing percentage of Assistant Teaching Professors which indicates progress in the area of promotion. (Slide 7)
- Some colleges have a more even distribution of the levels "Assistant/Associate/Full" (A&L) while others show a larger percentage in the higher levels. (Slide 8)

A comment was made about the category "Other" on slide 9 (Centers, Institutes) with procedures for promotion that might be less standardized in comparison to other units and not necessarily aligned with the other colleges. Mary Flannery pointed out that these TPAC faculty members go through a committee formed at the college level and it was suggested to encourage TPAC faculty to serve on this committee.

A question came up about the difference between Teaching Professors and Professors of the Practice regarding their responsibilities in research or the need for external letters for promotion. After different answers were given based on experience or information given to individual cases, it became evident that this needs more clarification and standardization.

A similar question was asked about the status of advisors (faculty vs. staff). After faculty comments revealed some inconsistency across the colleges, it was decided to look into this point for further clarification or standardization.

The question where and whether "Catholic" is counted in the statistics, the answer was presented that this depends on how the faculty member is registered and which reports are pulled.

A suggestion was made to examine and standardize how prior experience is counted for the tenure track process. Faculty present reported on different ways this is computed depending on their college.

## V. Reports from Committee Representatives

### Faculty Senate: Tatiana Botero

Tatiana presented the main points of discussion:

- According to the protocol adopted in 2016, **academic freedom** allows for discussion of any topic. The department will determine the lowest possible level of appropriateness for events it sponsors. Social media posts are not restricted and the university offers guidelines, also about "personal statements" on social media being defined as not connected to work or research.
- If you have not done so yet, please pick up the **parking card** for your car as the old cards/tags will be deactivated very soon.
- The Committee of Student Affairs discussed **DEI issues** and will analyze the 2022 surveys which are posted on [this link](#).
- A further discussion will take place about the inclusion of a [formal Land Acknowledgment](#)

## **Academic Council: Molly Walsh**

Molly represented the "Undergraduate Studies Committee" at this meeting but will be able to present results from all AC committees at the end of the academic year.

News:

- In addition to the Global Affairs Major, a **Global Affairs Minor** has been proposed by the Keough School of Global Affairs.
- The Science Business Major will be phased out and replaced with students adding a **Minor in Foundations of Business** to their primary major.

## **Academic Leave/Sabbatical Committee: Elena Mangione-Lora**

Since Elena is abroad, Tatiana presented this point. Elena will reach out in Spring regarding a proposal for a sabbatical leave for TPAC. A committee was formed to discuss this proposal. It is in progress but there are no concrete results yet.

## **VI. New Member Introduction**

## **VII. [By-Laws and Constitution](#)**

Main changes to the previous document:

- Executive committee Chairperson changed from a 1-year to a 3-year appointment with the outgoing Chair mentoring the incoming Chair during the third year and the election of the new chair taking place after the second year of the current chair.
- Change of title

A motion to approve the by-laws and constitution was moved by Stacey Noem, seconded by Mary Flannery and carried unanimously to be passed by all present.

Finally, a faculty proposed to look into the possibility of a discretionary account for TPAC.

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Respectfully submitted by Eva Hoeckner, 12/9/2022