

Research Council Meeting

November 15, 2023 via Zoom

Attendees: Amy Keirstead, Cameron Wake, Carol Brenner, Charles Tilburg, John Rosene, Karen Houseknecht, Julie Peterson, Michele Polacsek, Mohamed ElSalhy, Nick Gere, Shelley Cohen Konrad, Sonya Durney, Susan McHugh.

Absentees: Amy Deveau, Ian Meng, Russ Ferland, Tom Meuser, Ursula Roesse.

Guest: Provost Mahon

Faculty Development Discussion

Provost Mahon

The Provost's Office is preparing training sessions for faculty and professional staff relating to goal setting as outlined in the announcement of "Update Regarding UNE's Performance-Based Compensation Model and Annual Review Process." Training and resources for faculty and their supervisors on establishing annual goals as part of the annual faculty review will be forthcoming.

In preparation for these training sessions, examples of teaching goals have been developed using the Teaching Effectiveness Framework working with CETL's Mark Ebenfield. UFA's academic affairs is developing examples of goals working with Geoff Ganter, (Chair).

The Research Council has been charged with developing examples of goals relating to research and scholarship. These examples will be incorporated in training sessions for faculty. This is also aligned with RC's work relating to faculty mentoring and development as put forth in Priority 3 of the UNE Strategic Plan. Ideally, the examples provided by RC will represent the diversity of scholarly activity ongoing at the University.

The Provost's Office aims to start training sessions in December. **The deadline for RC to develop examples of goals will be December 1, 2023.** ORS will create a shared file on BOX and share with the members for goals ASAP. Contributing members' details will be tracked (name, center, college, office, dept., etc.).

Goal settings for 2025 (calendar year) will be conducted January - March 2024 in accordance with new annual review process. For the beginning of FY25 (June2024) assuming general increase will be applied.

In the new model, two things are important for changing the current review culture:

1. Definitions of performance evaluation criteria, general annual increase. Most importantly: the historical interpretation of the meet expectations as somehow lacking or inferior.

Historically very high percent of the performance evaluations 50 – 70% rated as exceeded expectations. However acceptable ratio should be 5 – 15% average. As stated in the HR's message, meeting expectations is not negative or bad performance.

2. Bonus program for exceptional performers. HR is still finalizing the specifics of this bonus program and will share details as soon as they are available.

Bonus requests for faculty will utilize the same process as for RPT. Deans will forward to Provost. Following evaluation and addressing questions to Deans, final decision will be made and forwarded to HR.

Professional Staff merit bonus requests go to HR/SVP FA for evaluation/decisions.

Final stage, HR will manage the pool of money and make the decisions.

Goal setting is a best practice, distinct from the bonus process. There was ongoing discussion in the meeting concerning the current review process, including addressing discrepancies.

Introduction of new Members

APRS Houseknecht

Welcomed Jamie Vaughn, Director of Animal Care