

University of Louisiana at Lafayette

Faculty Senate Report

Ways and Means Committee
Name of Committee

James L. Kimball
Person Submitting Report

4/ 8 /2022
Date

Task of Committee:

The Ways and Means Committee shall serve the Senate as liaison to University Committees. Its function is that of mediator in differences of opinion in policy between the Senate and the University Committees. It shall present to the Senate recommendations for solutions of policy differences.

Committee Members:

James Kimball (Sciences, Chair) james.kimball@louisiana.edu
Brooke Breaux (Liberal Arts) brooke.breaux@louisiana.edu
Zachary Stein (Library) zachary.stein@louisiana.edu
Ignatius Cahyanto (Business) ignatius.cahyanto@louisiana.edu
Scott Sittig (Nursing) scott.sittig@louisiana.edu
Matthew Green (Education) matthew.green@louisiana.edu
Marie Broussard (Arts) marie.broussard@louisiana.edu

Activity Report:

The executive officer of the senate referred two proposal(s) to the Ways and Means Committee.

- Proposed Amendment #1 -- Inserting language into the handbook that discusses the use of Rubrics in annual performance evaluations. (Submitted by Senator Matthew Green)
- Proposed Amendment #3 -- Inserting a new, rewritten procedure for updating the handbook as Section IX of the handbook. (Submitted by Senate VP Jason Maloy)

Faculty Handbook Proposed Amendment #1 by M. Green

The proposal was reviewed by the Dean's Council before the Ways and Means Committee.

Jimmy spoke with the chair of the Directors and Heads Council, Bruce Wade, about presenting the amendment at their next meeting. The council meets the third Thursday of each month, but it will occur on the fourth Thursday in April because of spring break. Therefore, we received preliminary email feedback that the language in the proposal was not of major concern to the current evaluation process. While the changes were more than editorial, the feedback our committee received indicated that the changes were acceptable to the Directors and Heads.

The following are recommendations by the Ways and Means Committee.

Faculty Handbook Amendment #1 by M. Green

1. Paragraph 1, Sentence 2. We agree with striking "university and community..."
2. Paragraph 2, Sentence 1. Replace "merit evaluations, ..." with "performance evaluations, ..."
3. Paragraph 2, Sentence 1. Replace "subject to dean's approval" with "subject to their dean's approval."
4. Paragraph 2, Sentence 1. Replace "the following year" with "the following calendar year."

University of Louisiana at Lafayette

Faculty Senate Report

The following are comments by the Ways and Means Committee.\

Faculty Handbook Proposed Amendment #3 by J. Maloy

1. General comment: We believe the response limits of 30 days and 60 days should be reviewed and lowered to facilitate more timely feedback and completion of proposals. A 60-day time allowance could push a proposal to the next academic year.

2. General comment: We believe the proposed policy should address human resource and/or personnel policies created by university administration that affect faculty but are not (or do not become) part of the faculty handbook.

Item 1 of the amendment: We recommend that clarification be added concerning the "final authority" of the university president.

Item 2 of the amendment: We recommend striking the word "normally."

Item 7 of the amendment: We recommend Ways and Means Committee be used for the purpose of seeking resolution under the given circumstances instead of the creation of a conference committee.

Item 9 of the amendment: We recommend striking the phrase "as soon as practicable."

Item 3 of the justifications for the amendment: Rather than removing this procedure, we recommend that the proposer indicate whether the change is editorial or substantial.

Item 4 of the justifications for the amendment: We recommend the omission or rewriting of the phrase "delaying tactics or time-wasting" as this justification will likely be published with the amendment and should be collegial.