

Milgard School of Business

Faculty Council Meeting Minutes

Date: Friday, April 3, 2026

Time: 12:30 pm - 12:53 pm

Location: Zoom

Attendees: Stephen Norman, Howard Smith, Evy Shankus, Jinlan Ni

Minutes: Jaime Core

Approval of FC Meeting Minutes

The Faculty Council meeting minutes were approved. Evy indicated support.

Discussion of Non Voting Topics

A. Deferred Discussion Items

Arindam was unable to attend, so the following agenda items were moved to the next meeting:

- GPC and UPC workings, expectations, guidance, and mentorship.
- School resources and governance, efficiency, and fiduciary commitments.
- PTL hiring policy.

B. EVCAA Tenure and Promotion Guidelines Feedback

Stephen led the discussion of Andy Harris's feedback on the MSB promotion and tenure guidelines. The discussion reviewed current language, feedback, and possible revisions.

Stephen noted that any changes made by Faculty Council would be highlighted when presented at the faculty meeting.

Tenure track teaching review language was discussed, including whether terms such as substantial success and accomplished teaching were too subjective without clearer review guidance.

Scholarship standards, including making the associate professor standard clearer and using candidate facing language such as for promotion to associate professor was discussed. Members noted that similar wording may be needed in other places.

Discussion focused on service criteria, including whether committee membership alone is sufficient or whether contribution should be listed. Members also discussed whether the proposed service assessment language should describe criteria for promotion or expectations after promotion.

Whether scholarship of teaching and learning should count as scholarship was discussed. Suggestions included keeping broad scholarship language, removing redundancy, using peer reviewed scholarship language, and avoiding wording that was more restrictive than intended.

Discussion focused on whether community engaged research is part of practice and reflected that language recognizing community engaged and practice oriented scholarship and research conducted with external partners should be retained.

For teaching track guidelines, members discussed Andy's concern that some sections read like job descriptions for faculty already in rank rather than criteria for promotion to rank.

Stephen will revise the teaching track language so it more clearly describes criteria for promotion rather than expectations after already holding the rank.

The proposed language updates for the section addressing faculty support office references were accepted.

The Core Elements issue was also identified as applying to the teaching-track guidelines.

Discussion focused on adding clearer reviewer guidance and rank-differentiation language. Members noted that this will be easier to evaluate once all revisions are incorporated.

Stephen will make revisions and send the edited guidelines to the council for review before they move to the faculty.

Voting Items

None.

Adjournment

The meeting adjourned at 12:53 pm.