

## UMC Spring (Virtual) Meeting 2021

Host: Angus Rockett, UMC Chair, 2020-2021.

Two short meetings were held via Zoom in preference to a single day-long session to minimize 'Zoom fatigue'.

### **June Meeting**

Agenda for Thursday June 10<sup>th</sup> 2021 -- All times are Eastern Daylight Time

- 1:00 pm | Social hour -- gathering on Zoom for those interested in chatting, can do breakout rooms for semi-private conversations.
- 2:00 pm | Stress and COVID discussion of survey results & our current status (Angus Rockett)
- 2:30 pm | Summary of UMC Survey Results & discussion of the annual survey, how to improve it (Dave Bahr)
- 3:00 pm | Summary of Microscope facility survey and discussion of central facilities (John Scully)
- 3:45 pm | Election results, discussion, new business, wrap up by 4 pm.

### **June 10<sup>th</sup> Zoom recording:**

[https://mines.zoom.us/rec/share/F63HBRJkBuMI1IjD2dBXxYrfqyMCDNe7nv2\\_sv01mJ72Go9gsniGPJ2rbb2JM6g4.ZO5ramhADcyDevfl](https://mines.zoom.us/rec/share/F63HBRJkBuMI1IjD2dBXxYrfqyMCDNe7nv2_sv01mJ72Go9gsniGPJ2rbb2JM6g4.ZO5ramhADcyDevfl)  
Passcode: Wzn0om%0@

### **May Meeting**

Monday May 17<sup>th</sup>

Agenda (times in Eastern Time):

- 1:00 pm | Social hour -- gathering on Zoom for those interested in chatting, can do breakout rooms for semi-private conversations.
- 2:00 pm | Introduction/Status update (Angus Rockett)
- 2:15 pm | Annual Evaluations and Faculty Development Panel & Discussion (panelists: Pawel Keblinski, Veerle Keppens, Michele Manuel, Sudipta Seal; Discussion leader: Naresh Thadhani)
- 3:45 pm | Spending UMC Funds: Projects and Activities (Frank Ernst)
- 4:00 pm | New business, adjourn, social time, etc.

### **May 17<sup>th</sup> Zoom recording:**

<https://mines.zoom.us/rec/share/bhrBqJFyKoaMrH7qk-449uMMoB443z5qSWT0Ela1OsktyTD9yIKOZL8T1dL37o9M.uE4iyPa7-DVWaSOX>  
Passcode: ^Y68O^W#

Chats edited to remove some unnecessary or private comments

Chat from May 17<sup>th</sup>

12:03:46 From Nancy Sottos, U. Illinois Urbana Champaign to Everyone : Nancy Sottos UIUC

12:03:49 From Chris Cornelius to Everyone : Chris Cornelius - new department chair

12:04:04 From Jeffrey C Grossman to Everyone : Jeff Grossman MIT

12:04:05 From Amy Moll to Everyone : Amy Moll, recycled chair, Boise State

12:04:15 From Karaman, Ibrahim to Everyone : Chris, which school?

12:04:18 From Jeff Shield-Nebraska to Everyone : Jeff Shield, Nebraska

12:04:35 From Chris Cornelius to Everyone : Cornelius - ISU

12:39:28 From Naresh Thadhani to Everyone : Please feel free to enter specific questions in the chat, or unmute and just ask.

12:40:41 From Angus Rockett (He/Him/His) to Everyone : Veerle's comment about "grade inflations" in evaluations is exactly what we experience here.

12:45:31 From Bryan Huey - he/him/his to Everyone : To all panelists: is the data collected across campus and then you pull from that university-wide report, is it just submitted to your department/program, or is it a hybrid? I'm always trying to minimize busywork for faculty...

12:47:48 From Naresh Thadhani to Everyone : I believe it is at the department level.

12:49:57 From Cate Brinson, Ph.D. to Everyone : I provide similar charts to faculty, anonymous but they know where they are. It is really helpful to let people know where they are and that they can see the range of metrics in the department.

12:52:25 From Angus Rockett (He/Him/His) to Everyone : Do your faculty need to do self-evaluation rankings of their performance as part of their annual evaluation?

13:02:01 From Cate Brinson, Ph.D. to Everyone : What are best practices to handle the difficult case of a tenured faculty member where someone is non-productive in research but also a very poor teacher.

13:02:15 From Angus Rockett (He/Him/His) to Everyone : Tenure/multiyear appointments for teaching faculty?

13:03:27 From Michele Manuel (She/Her) to Everyone : When you have faculty that are poor at teaching and research - this is where the sustained performance evaluation/performance plan gets triggered (every 7 years for tenured faculty)

13:03:38 From Donald Brenner to Everyone : @ Cate - we have a post-tenure review process for those cases, but it takes a performance plan and a few years to move those folks out.

13:03:53 From Donald Brenner to Everyone : We do PTR every 5 years

13:04:20 From Naresh Thadhani to Everyone : Please let me know if anyone else would like to share evaluation best practices in their program. Thank-you.

13:04:32 From Jeff Shield-Nebraska to Everyone : Cate: Hope for early retirement? Here, "unsatisfactory" 3 years running triggers a post-tenure review, which really doesn't have any teeth but is a good threat.

13:05:28 From Angus Rockett (He/Him/His) to Everyone : When we have a tenured faculty who is rated overall as "unsatisfactory" that automatically triggers a "performance improvement process". If there is not significant improvement that results in at least an overall satisfactory evaluation then the person may have their tenure revoked and they can be dismissed.

13:08:21 From Cate Brinson, Ph.D. to Everyone : Thanks Don, Jeff, Angus - PTR or "Perf Improvement Process" triggered by "unsatisfactory" sounds like a reasonable procedure. we do not have that formalized at present.

13:10:18 From Angus Rockett (He/Him/His) to Everyone : It is a bit surprising here that we actually have a process with real teeth for those who underperform dramatically. No deadwood can last long if properly evaluated. Of course it is almost never used but the threat is real and most people who get an unsatisfactory leave or retire before it comes to tenure revocation.

13:12:10 From Amit Misra to Everyone : question to all panelists: are your faculty happy with the evaluation process that you described?

13:12:11 From Veerle Keppens to Everyone : We have a performance improvement process as well - but it is very cumbersome. I've seen it work well in a case where a faculty member just needed that little "kick in the behind" to get their act together. But for somebody who is continuously underperforming, it can be a long and drawn-out process. But sometimes, they decide to retire rather than going through the headaches...

13:13:51 From Angus Rockett (He/Him/His) to Everyone : I think overall my faculty are happy enough but the "grade inflation" issue is a problem. Woe to the DH who gives someone "meets expectations". "Needs improvement" can bring lawsuit threats.

13:17:52 From Bryan Huey - he/him/his to Everyone : Some of the systems described for evaluation sound very insightful, but also cumbersome. In a typical year with raises at UConn, the unfixed portion (ie merit) is ~\$2500 with a standard deviation of \$1700 or so. Thus we may spend lots of effort for a small distribution. How does this compare to other programs?

13:18:09 From Angus Rockett (He/Him/His) to Everyone : I tend to think my faculty understand what a grade means so I typically describe it as "Exemplary: A+, Exceeds expectations: A, Meets expectations: B, Needs improvement: C, Unsatisfactory: F"

13:18:52 From Susan Sinnott to Everyone : Evaluations are about more than raises. It is the way in which we let faculty know how they are doing, celebrate their successes, and provide guidance for what could be going better.

13:19:52 From Angus Rockett (He/Him/His) to Everyone : Susan's comment is right on target

13:20:31 From Bryan Huey - he/him/his to Everyone : Susan, yes I appreciate that. Evaluations and merit are being used interchangeably in some cases. I meant to just focus on the merit part with my question. Excuse my mis-type.

13:21:31 From David Bahr to Everyone : Only use Academic analytics if you want to argue about it's flaws and holes.

13:21:57 From Veerle Keppens to Everyone : I just got access to it (Academic Analytics) through the college -- have not yet fully explored it

13:24:55 From David Bahr to Everyone : I also use advising grad students as a part of overall teaching load, faculty appreciate that distinction that it is teaching.

13:25:28 From Michael Mills to Everyone : Yes, we do the same David.

13:31:11 From Angus Rockett (He/Him/His) to Everyone : Agree with Dave — grad student advising is teaching.

13:31:15 From Donald Brenner to Everyone : Do student and/or peer evaluations of teaching enter in the evaluation process?

13:31:15 From Susan Sinnott to Everyone : Yes, part of P&T always

13:31:39 From Susan Sinnott to Everyone : Don, yes at Penn State.

13:31:52 From Michele Manuel (She/Her) to Everyone : Yes, each annual evaluation are the supporting documents for the post-tenure evaluation.

13:32:01 From Angus Rockett (He/Him/His) to Everyone : Student eval's are always part of P&T and I consider it as key part of annual eval.

13:32:16 From David Bahr to Everyone : @don brenner, yes, student evaluation scores are in P&T but also in light of department averages

13:32:59 From Michele Manuel (She/Her) to Everyone : My goal is not to surprise individuals at tenure - they should have prior, documented discussions in the evaluations indicating the concerns with performance

13:33:16 From Susan Sinnott to Everyone : Very good point, Michele. I agree completely.

13:33:34 From Sudipta Seal to Everyone : agree Michele

13:33:36 From Angus Rockett (He/Him/His) to Everyone : @Michele — very good point

13:33:40 From John Scully to Everyone : student evals are used in P&T process an

13:34:02 From John Scully to Everyone : and yearly reviews

13:34:27 From John Scully to Everyone : I agree Michelle, no surprises

13:34:28 From Bryan Huey - he/him/his to Everyone : w/r student evaluations, if you mean student teaching surveys we are discounting them heavily--due to very clear evidence for biases that are strongly working against DEI goals.

13:35:17 From Angus Rockett (He/Him/His) to Everyone : Bryan — true. I try to mostly consider the general comments I hear from students as well as a once-per-semester feedback report from the student society.

13:36:52 From John Scully to Everyone : Brain, we have some TRC activities and faculty mentor teaching evals so it is not just student evals and surveys

13:36:53 From Michele Manuel (She/Her) to Everyone : Engineering education excellence is considered “research and scholarship”

13:37:13 From John Scully to Everyone : sorry Brian haha bad typing

13:37:15 From David Bahr to Everyone : @Bryan, same here that we know there are well documented biases in student evaluations, to the point the university has now changed the evaluation process, but we are still required to document them

13:38:24 From Stella Quinones to Everyone : I need to leave now, but I want to thank everyone for the very useful information regarding evaluation and department operations. Thanks!

13:38:43 From David Bahr to Everyone : Purdue has a promotion track for all non-tenure track, with a parallel evaluation process that involves faculty from across campus also.

13:39:48 From Michele Manuel (She/Her) to Everyone : We also allow our lecturers to use working titles.... Thus many of our “lectures” are called “Assistant/Associate/Full Professor of Instruction”

13:40:11 From Izabela Szlufarska to Everyone : Wisconsin also has a Teaching Professor series with promotions that mirror promotions of tenure-track faculty.

13:40:28 From Cate Brinson, Ph.D. to Everyone : Duke also has parallel promotion track for teaching faculty

13:40:49 From Susan Sinnott to Everyone : Penn State is similar to Wisconsin in this respect.

13:40:58 From Michele Manuel (She/Her) to Everyone : In some fields, such as computer science, Professors of Instruction are in extremely high demand... The university has recognized that this is an issue and are trying to increase retention.

13:41:16 From Angus Rockett (He/Him/His) to Everyone : CS here is having terrible problems hiring anyone.

13:41:41 From David Bahr to Everyone : CS everywhere is having problems hiring I think.

13:42:50 From Amit Misra to Everyone : Thanks to all the panelists!

13:43:02 From Izabela Szlufarska to Everyone : Thank you !!

13:43:03 From John Scully to Everyone : thank you all - best practices emerge from all of you!!!

13:43:05 From Amit Misra to Everyone : Thanks, Naresh!

13:43:06 From Michele Manuel (She/Her) to Everyone : Thank you panelists and Naresh!

13:44:21 From John Scully to Everyone : DEI workshop

13:44:33 From Naresh Thadhani to Everyone : Thank you Pawel, Veerle, Michele, and Sudipta.

13:45:18 From Veerle Keppens to Everyone : Thank you Naresh for moderating!

13:45:45 From Donald Brenner to Everyone : @John Scully - agreed.

13:46:16 From John Scully to Everyone : web site not updated enough

13:47:19 From Sudipta Seal to Everyone : Thanks, Naresh and rest of the panel, and all my UMC friends.

13:47:36 From David Bahr to Everyone : We’re running the website bare-bones (historically she’s very responsive to post stuff quickly, but we don’t give her much to post). Taking on a modernization of the website would be good if (but only if) we really wanted to use it more.

13:47:58 From Susan Sinnott to Everyone : I second Dave's comment.

13:48:01 From Bryan Huey - he/him/his to Everyone : For recruiting and inclusivity purposes, many other disciplines have great imagery for the hallways about important contributions to society, diverse role models, etc. UMC might facilitate something similar.

13:48:03 From Amit Misra to Everyone : Workshop on Vision for Transforming Future Materials Science & Engineering Education to help grow the materials field?

13:48:21 From Susan Sinnott to Everyone : Good idea Amit!

Chat from June 10<sup>th</sup>:

12:18:07 From Angus Rockett (He/Him/His) to Everyone : National Academies Workshop on Materials Science & Engineering in a Post-Pandemic World

12:18:57 From Angus Rockett (He/Him/His) to Everyone : For information contact Erik Svedberg, [esvedberg@nas.edu](mailto:esvedberg@nas.edu)

12:21:54 From Angus Rockett (He/Him/His) to Everyone : <https://www.nationalacademies.org/event/12-07-2020/materials-science-and-engineering-in-a-post-pandemic-world-a-workshop>

12:43:06 From Michael Chabynec to Everyone : UC campuses have this page; not sure of other systems: <https://www.universityofcalifornia.edu/infocenter/doctoral-program>

12:48:15 From David Bahr (Purdue) to Everyone : <https://shinyapps.asee.org/apps/Profiles/>

12:51:51 From Beth Dickey to Everyone : I don't think we should collect redundant information

12:52:03 From Angus Rockett (He/Him/His) to Everyone : Agree with Beth

12:52:35 From Amit Misra to Everyone : agree with Beth

12:52:54 From Donald Brenner, NC State to Everyone : Startup, salaries, student costs are really useful. Not what's already available (agree w/Beth)

12:53:49 From Michael Chabynec to Everyone : it is not a burden to us to enter additional data like faculty numbers; but happy to go with majority

12:54:28 From Angus Rockett (He/Him/His) to Everyone : A year more out of date is getting pretty far out of date

12:55:25 From John Scully to Everyone : agree with that

13:05:45 From Naresh Thadhani to Everyone : Thanks Dave

13:05:53 From Amit Misra to Everyone : Thanks, Dave.

13:05:59 From Donald Brenner, NC State to Everyone : Yes - always appreciated!

13:06:04 From Izabela Szlufarska (University of Wisconsin - Madison) to Everyone : Thank you!

13:06:20 From John Scully to Everyone : much appreciated

13:22:53 From Michael Chabynec to Everyone : thanks John!

13:23:58 From Amit Misra to Everyone : Thanks, John.

13:31:27 From David Bahr (Purdue) to Everyone : Thanks John!

13:31:47 From Michael Chabynec to Everyone : good to see everyone; I have to sign off. Have a good summer everyone!

13:31:52 From John Scully to Everyone : thank you all for responding to the survey

13:31:57 From Michael Chabynec to Everyone : thanks for organizing Angus!

13:32:03 From Amit Misra to Everyone : Thanks, Michael.

13:34:06 From Julie Schoenung - UCI to Everyone : I need to sign off as well. Always great to see and chat with all of you - thank you to the leadership! Take care!

13:34:29 From Amit Misra to Everyone : Thanks, Julie.

13:35:36 From Naresh Thadhani to Everyone : Congratulations Veerle, Izabela, and Don!

13:35:52 From Susan Sinnott (Penn State) to Angus Rockett (He/Him/His)(Direct Message) : Yes, congratulations!

13:36:22 From Susan Sinnott (Penn State) to Everyone : Yes, congratulations!

13:37:20 From John Scully to Everyone : congrats!

13:37:56 From Lisa Klein to Everyone : Congrats and thanks for your service!

13:38:00 From David Bahr (Purdue) to Everyone : Thank you Angus!

13:38:05 From Naresh Thadhani to Everyone : Thanks Angus

13:38:07 From Izabela Szlufarska (University of Wisconsin - Madison) to Everyone : Thank you Angus!

13:38:11 From Susan Sinnott (Penn State) to Everyone : Thank you Angus!

13:38:15 From Yayoi Takamura (UC Davis) to Everyone : Thanks Angus!

13:38:27 From Veerle Keppens to Everyone : Thankas Angus!

13:38:33 From John Scully to Everyone : Thanks Angus

13:40:31 From Izabela Szlufarska (University of Wisconsin - Madison) to Everyone : YES

13:42:23 From David Bahr (Purdue) to Everyone : Marriott will help remove that surplus....

13:42:42 From Izabela Szlufarska (University of Wisconsin - Madison) to Everyone : @David Bahr — LOL

13:48:15 From Naresh Thadhani to Everyone : Good to see everyone; take care and have a wonderful summer  
BREAK!!

13:48:15 From David Bahr (Purdue) to Everyone : Have a great summer everyone!

13:48:20 From Donald Brenner, NC State to Everyone : Take care everyone

