

Professional Faculty Interest Committee

March 16, 2023

Minutes

Voting members present: Connie Caddis, Justin Fleming, Kate Moses, Richard Riggs, Jason Tanenbaum, Jennifer Thornhill, Carlea White, Kathryn Yetter

Voting members absent: No members absent

Ex-Officio members present: Professional Faculty Leadership Association – Lizzet Stone

Guest: Heather Horn

Introductions

Discussion of Professional Faculty Progression – Heather Horn

- Preferred terminology is career progression, vs. promotion or advancement
- The core issue with career progression is retention of talent within the university
- Progression may include steps within current position or transfer to another position within the university (retention; so that the employee's knowledge and experience is not lost and neither is the university's investment in the employee)
- Discussed professional development, centralized funds for professional development and lack of current funding in some units
- Discussed Oregon Pay Equity Act (OPEA) and recognizing merit, and experience to justify salary differences between employees
- Discussed position descriptions, standardized language, plans of work
- Discussed trial service periods (pros and cons)
- Discussed service within position descriptions and how in some units the bulk of service falls onto professional faculty members
- Advisor classifications are on the cusp of a progression model, the committee asked for a draft for review
- Heather asked to come back to the committee for further discussions with the committee

Future Committee Action Items

- Determine what are the next professional faculty classifications that should have career progression, and which should not
- Create narrative around career progression (using retention data and anecdotes)
 - Compare retention data across professional faculty classifications and possibly with peer institutions (if data is available)
 - Other guest speakers?
- Define what career progression actually looks like

Adjourned, 12:04 PM

Next Meeting Dates

April 20, Ballard Hall Rm 104 ~ 11:00-12:00 PM

May 17, Ballard Hall Rm 104 ~ 11:00-12:00 PM

June 15, Ballard Hall Rm 104 ~ 11:00-12:00 PM

September TBD