

Faculty Senate Routing Form
(action/proposal attached)

I. Item Title: CRC Resolution Regarding Continued Use of the Faculty Activity Database (FAD)

a) Brief Description: In response to a request from the Provost, the Collegial Review Council (CRC) examined continued use of the Faculty Activity Database (FAD). Based on feedback received from faculty which revealed both positive (e.g. centralized repository) and negative perceptions (inconsistent training and support) of the FAD, the CRC recommends continued use of the FAD provided the Office of the Provost identifies and streamlines use, increases training opportunities and resources, adds a faculty liaison position for FAD, disseminates clear messaging, and provides annual updates to the CRC. The CRC will reassess the FAD in three years to determine if these actions improve use and perceptions of FAD.

b) Initiated by: Collegial Review Council

II. Faculty Senate Action: approved not approved other date: 02/15/2023

Comments: _____

Vote: Voice Vote, Unanimous Voice Vote, Majority In Favor
 Hand Vote: Ayes Nays Abstentions
 Paper Ballot Vote: 29Ayes 1Nays 0Abstentions

FS Secretary signature: Erin K. McAlis date 2/27/2023

III. Provost: for information Recognition of Receipt
 for action..... approved not approved

Comments: I still have concerns about the overall value of FAD

Person responsible for Implementation: _____

Provost signature: [Signature] date 28 Feb 23

IV. Chancellor: for information Recognition of Receipt
 for action..... approved not approved

Comments: _____

Chancellor signature Kevin R. Am date 2/28/2023

Once finalized copies will be returned to the Provost Office's representative who will scan and distribute electronically to:
Chancellor
Provost
Chair of Faculty Senate

Secretary of the Faculty Senate
Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)

Resolution regarding continued use of the Faculty Activity Database (FAD)

WHEREAS the Collegial Review Council (CRC) evaluated Watermark's Faculty Success Workflow add-on for potential use in the Tenure, Promotion, and Reappointment process in the 2021-22 academic year (AY); and

WHEREAS the provost tasked the AY 2022-23 CRC with examining continued use of Watermark's Faculty Success (in keeping with nomenclature used in the Faculty Handbook, henceforth referred to as Faculty Activity Database [FAD]) based on feedback received from faculty during that evaluation; and

WHEREAS the CRC surveyed faculty and department heads on their use of and satisfaction with the FAD; and

WHEREAS the survey results revealed both positive and negative perceptions of the FAD; and

WHEREAS the survey results indicated the perceived benefit of a centralized repository for faculty data; and

WHEREAS the survey results revealed inconsistent training and support for faculty and department heads in their use of the FAD; and

WHEREAS Western Carolina University is not currently using all features of the FAD that are available at no additional cost to the university; and

WHEREAS the CRC recognizes that any similar tool will have challenges in use and adoption; and

WHEREAS the CRC finds it is premature to discontinue use of the FAD without first trying to address the above identified issues; therefore

BE IT RESOLVED, the CRC recommends continued use of the FAD provided the Office of the Provost:

- Identifies available FAD add-ons and investigates the potential to streamline FAD use for faculty,
- Increases training opportunities for faculty that are scheduled at the point of need,
- Develops instructional resources in multiple modalities (e.g., how-to videos, user manual) and houses them in an easily accessed location,
- Develops a faculty liaison role, supported by a stipend, to serve in a co-support capacity with the Office of the Provost's Administrative Support Specialist,
- Disseminates clear messaging on the purpose of the FAD and how it is used by university administration,
- Provides an annual update to the CRC on implementation and results of the above recommended action items, and
- Reassesses faculty and department head use of and satisfaction with the FAD in three (3) years to determine if the above actions have improved use and perceptions of the FAD.