

Commission on Faculty Affairs
Minutes
March 16, 2012

Members Attending: Sarah Karpanty (Chair), Jack Finney, Bruce Pencek, John Massey, Brad Klein, Eric Vance, Diane Agud, Matt Chan, Rich Sorensen, Joe Merola, Robena Hughes, and Tyler Arthur

The meeting was called to order by Sarah Karpanty, Chair, who distributed the agenda with 5 items.

1. Approval of Minutes from February 24, 2012
2. Proposed revisions to administrative policy 6105: Periodic Review of Deans by Sarah Karpanty & Jack Finney
3. Initial discussions on role of collegiality in the promotion and tenure process by Jack Finney
4. Briefings on relevant Commission or Committee Agendas
5. New Business

1. Approval of minutes from February 24, 2012

The minutes of February 24, 2012 were approved and will be sent to University Council.

2. Proposed revisions to administrative policy 6105: Periodic Review of Deans

Jack Finney presented a draft revision of policy 6105 with track changes. CFA members discussed the new language proposed, including the process involved for deans and vice presidents, and how the role of faculty in VP reviews may differ from that in review of deans. For example, direct reports are invited to meet with the evaluation committee in both cases in the current policy, but the identities of direct reports will vary depending on whether the review is for a Dean or VP. Issues discussed included the survey instrument, open forum with the Provost, the role of the faculty association in triggering and participating in reviews, the relationship of the review to reappointment, and communication with the faculty after a review and reappointment are completed.

After much deliberation on the revised language, CFA members agreed with Finney's conclusion that there is a need to decouple the five-year periodic evaluation process and the reappointment of deans and vice presidents. The Senior Vice President and Provost provide an annual review of each senior administrator and confirm continued service related to these annual reviews. Finney will discuss the issues with Dr. McNamee and will provide new policies for these administrative periodic reviews for consideration by CFA (likely in 2012-2013, but perhaps sooner).

Finney also reported that the Provost's Office is in the process of ensuring that faculty policies are consistent with the Faculty Handbook across the board. Where existing policy and the current Faculty Handbook do not agree, and the policy approval pre-dates the current Faculty Handbook, the Faculty Handbook is viewed as the authority as it is BOV-approved annually.

3. Initial discussions on role of collegiality in P&T process

Due to lack of time CFA members did not discuss the role of collegiality in the promotion and tenure process and will discuss this issue at a future meeting.

4. Briefings on Relevant Commission or Committee Agendas

There were no briefings on relevant commissions

5. New Business

There being no further business, the meeting was adjourned.

Recorder, Maxwell Awando