Members present: Redican, Ball, Eriksson, Hagen, Sanders, Kelly, Robinson, Stephens, O’Keefe, Brewster, Zahm, Burch-Brown

Redican called the meeting to order with five items on the agenda: 1) Update on Modified Duties Policy, 2) Update on Stop the Clock Provisions, 3) Draft of proposed revision to 2.8.4.2, 4) Discussions and approval of 1.5.1 and 2.13.1, 5) 4) Annual Evaluations Update. Minutes from the previous meeting were approved.

Update on Modified Duties Policy and Stop the Clock Provisions

Redican informed CFA members that the draft Stop the Clock provisions have been sent to legal counsel for review. The President felt it was necessary to have counsel review the changes to avoid any problems. The Modified Duties Policy is currently being examined as well as to make sure the central funding outlined in the document will be available before the policy goes further.

Draft of proposed revision to 2.8.4.2 (College Evaluation for Promotion and Tenure)

CFA members reviewed revisions to the policy. A considerable amount of discussion among members focused on whether the policy needs further revision so that the process is more easily understood by faculty undergoing review, is more transparent, and creates greater consistency in regard to how colleges handle review of appeals. CFA members agreed that denial at the department level and subsequent appeals to the college-level should be reviewed by the college-level promotion and tenure committee rather than an ad hoc committee. Members emphasized the importance of having department and college-level promotion and tenure committees review the merit of cases as they are the best qualified to do so. In addition, a process that requires the university-level promotion and tenure committee to spend a substantial amount of time reviewing and making a final decision on marginal cases would do a disservice to the promotion and tenure process as a whole and to the university. Due to the amount of discussion surrounding these issues and the implications revising 2.8.4.2 has for other related policies in the Faculty Handbook, CFA members agreed the process should be examined in its totality. Having a flowchart would greatly aid the discussion and would illuminate improvements that could be made to the current process.

CFA members agreed to return to other items on the agenda at the next meeting as time would not allow for an in-depth discussion.

Recorder,
Catherine Amelink