

**Faculty Personnel Policy Committee  
Minutes November 10, 2010**

**Present:** Sheila Blackman, Jan Brashler, Kurt Ellenberger (Chair),  
Marie McKendall, Kay Reick, Janet Vigna, Jon Jellema, Scott Richardson

**Approval of Agenda**

- Agenda approved

**Approval of Minutes**

- Minutes of October 27 deferred until next meeting

**Chair Report**

i) “Effective Teaching Definition”

Accepted by UAS with amendment “establish and maintain high academic standards”

ii) ECS Meeting Nov 5

- Discussion on moving full professor reviews to fall semester instead of winter semester was accepted by ECS with little discussion.

**Unfinished Business**

1. Charge #7 Grievance Committee in Grievance Process

- Primary issue is whether or not to revise current process to add a review by a University Grievance Committee that would submit a recommendation to the Provost. University Council recommended that the first step – informal meeting with Dean be deleted. After discussion, FPPC members in favor of keeping this first step. Some potential grievances could be diffused with the informal meeting with the Dean.
- Three options discussed about keeping the President in the grievance process
  - 1) President would be final appeal
  - 2) Provost would be the final appeal
  - 3) The President would hear the grievance if the Provost overturns the University Grievance Committee. Faculty with a grievance could only appeal to the President in a contract renewal or tenure decision. The Provost would decide disciplinary and promotions grievances.
- The Chair will phrase the three options and seek full committee discussion

**II. Charge #4c): *Promotion Level Beyond Full Professor***

- What are the issues - compensation, assure productivity after achieving rank of professor, recognition
- Our peer institutions do not have a rank above full professor
- Maybe release of teaching load
- Consensus of FPPC members is that promotion beyond full professor should be an award with a title but not a rank above full professor.
- Some suggestions for implementation - faculty nominated by other faculty, review would be held, award would come from the President’s office

- Possible compensation might include – one time money award, course release for an academic year, new title would be permanent
- Kurt will prepare a recommendation on this and bring to the committee at our next meeting.

**New Business**

*1. Charge #3 CPC Reporting Procedures*

- Discussion about how much information should be given to the Unit (Unit Head) especially when CPC disagrees with the decision of the Unit will be continued at next meeting

Our next meeting will be December 8, 2010

Respectfully submitted,

Kay Reick