

## Faculty Personnel Policies Committee

### Meeting Minutes

September 29, 2010

**Present:** Teresa Beck, Sheila Blackman, Jan Brashler, Kurt Ellenberger (chair), Paul Jorgenson, Linda Masselink, Marie McKendall, Figen Mekik, Scott Richardson, and Janet Vigna.

Meeting Called to Order: 3:07 PM

#### **Approval of Agenda:**

The committee voted to approve the agenda: McKendall moved, Brashler seconded, agenda approved.

#### **Approval of Minutes:**

- i) The committee voted to approve the minutes of April 14, 2010:  
Jorgensen moved, McKendall seconded, minutes approved.
- ii) The committee voted to approve the minutes of Sept. 15, 2010:  
Brashler moved, Masselink seconded, minutes approved.

#### **Items for Information:**

- i) FPPC Charges for 2010 were briefly discussed.
- ii) List of Peer Institutions was handed out and sourced.
- iii) Update on ECS meeting (9/17) attended by the chair (in which the proposed revision to Effective Teaching was discussed) along with explanation of the electronic voting that took place after our last meeting in FTLCAC and FPPC (action and revision are found in Minutes of 9/15/10).

#### **Agenda Items:**

##### **I. Charge #4: Full Professor Promotion Reviews**

*To relieve some of the increasing workload on College Personnel Committees during Winter terms, as well as to create opportunities to honor those newly promoted to full Professor in a timely manner, bring forward recommendations on the following:*

- a. Consider moving personnel actions on requests to be promoted to full professor to the fall semester,*
- b. Discuss and report on whether full professor reviews should remain a unit and college-level recommendation, and*
- c. Using the best practices of peer institutions as a guide, explore the possibility of creating a new promotion level beyond full professor.*

**MOTION:** Pursuant to Charge 4a), motion made by McKendall and seconded by Beck:

*Promotion to Full Professor Personnel Actions will be reviewed in the Fall Semester only.*

Discussion.

Vote: Unanimous in favor.

**Motion passed.**

**MOTION:** Pursuant to Charge 4b), motion made by Mekik and seconded by Blackman:

*Recommend that the current review structure (unit-college-dean) be maintained as is and that no additional committee be added to the review structure for promotion to Full Professor.*

Discussion.

Vote: Five (5) in favor, two (2) opposed, and two (2) abstentions.

**Motion passed.**

**MOTION:** Pursuant to Charge 4c), motion made by McKendall and seconded by Jorgensen:

*Recommend that no rank beyond Full Professor be created.*

Discussion.

Vote: Unanimous in favor.

**Motion passed.**

## II. Charge #2. Tenure/Promotion

*Complete drafting, with University Counsel, input proposed policy revisions to the Faculty Handbook and Administrative Manual concerning faculty promotions to revise and/or clarify its provisions regarding timing of promotion requests.*

General discussion, including background history & documents regarding the recommendation by FPPC in February of 2010 to lower the eligibility time for Full Professor from seven (7) years to six (6) years.

**MOTION:** Pursuant to Charge #2, motion made by McKendall and seconded by Mekik:

*Recommend that the following revision to the Administrative Manual 4.2.5.1 be made:*

### **Administrative Manual, Ch. 4.2.5.1**

**Professor.** Only distinguished scholars and professionals will qualify for initial appointment as Professor.

To be promoted to Professor, an Associate Professor must display consistent excellence in teaching and should have earned the doctorate or appropriate terminal degree except in extraordinary circumstances where the evidence demonstrates that the absence of the doctorate does not inhibit the faculty member's professional standing and performance. In addition, the person should have demonstrated acknowledged professional recognition through scholarship or creative activity; have demonstrated professional development; and have ~~made~~ provided vital contributions to the unit, college, university, the profession, and community. The extent of the faculty member's contribution in these areas will be affected by a variety of factors, including the stage of the faculty member's career and the program objectives of the university, college, and unit-unit, College, and University. Ordinarily, at least ~~seven (7)~~ six (6) full-time equivalent years at the rank of Associate Professor must be completed before an Associate Professor may submit materials for review to be considered for promotion to Professor. Longevity and seniority alone shall not be sufficient for promotion.

Discussion.

Vote: Unanimous in favor.

**Motion passed.**

Meeting Adjourned: 4:27 PM

*Respectfully Submitted by Kurt Ellenberger*