

**Faculty Personnel Policy Committee**

**Minutes**

October 16, 2019

2012 JHZ

3:00-5:00 PM

Present: Marie McKendall (Chair), Ed Aboufadel (ex-officio), Greg Cline, Kurt Ellenberger (minutes), LeShell Palmer Jones, Priscilla Kimboko, Sean Lancaster, Douglas Montagna, Jagadeesh Nandigam, Tonya Parker, Kim Ranger, Nancy Schoofs, Steven Schlicker, Pei-Lan Tsou

Absent: None

1. Approval of Agenda — approved by consensus
2. Minutes of 10-2-19 — approved by consensus, with minor corrections
3. Chair’s Report

* ECS accepted our teaching effectiveness document and recommended forwarding to UAS.
* ECS discussion about developing a policy regarding using numerical values from teaching evaluations in personnel decisions.
* Ed presented university-wide LIFT data on teaching which will soon be disseminated.

1. Discussion of Charges

* Teaching Portfolio sample instrument options were considered
  + Ratings, rubric, or combined?
  + Faculty agreed that a skills/behavior based instrument should be used.
  + Discussion of number & title of anchors to use—consensus that three anchors should be used, “needs improvement, effective, and highly effective.”
  + Chair will bring several examples to the next meeting.
* Self Evaluation Tools
  + Seidman’s system was presented.
  + Discussion of materials used in FAP/FAR and Integrative statement for personnel reviews.

Meeting Adjourned 4:57 pm