



# Faculty Personnel Policy Committee

Minutes: November 2, 2011

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Present: Teresa Beck, Sheila Blackman, Joan Borst, Jan Brashler, Jay Cooper, Kurt Ellenberger (chair), Jon Jellema (ex-officio), Linda Masselink, Marie McKendall, Charles Norris, Kay Reick, and Janet Vigna

Not Present: Paul Jorgensen, Scott Richardson (ex-officio)

1. Approval of agenda (motion: Chuck Norris, second: Marie McKendall, unanimous approval)
2. Approval of minutes: October 19, 2011 meeting (motion Linda Masselink, second Teresa Beck, unanimous approval)
3. Announcements: UAS/ECS FPPC Memo for Charge #6: *Voting Rights of College Personnel Committee Members* (requested by faculty) This item was tabled as the Chair of UAS/ECS sent out the wrong memo to Senate members. The representative of College of Health Professions requested time to talk to other members of CHP faculty.
4. Unfinished Business
  - I. Charges #2a/b *Faculty Workload* was discussed. Language is needed for the faculty handbook that applies to promotion for associate and assistant deans and assessment/expectations of these individuals for promotion. The position posting needs to inform anyone seeking this level position what the expectations are going into this position. Only tenured faculty should apply. Jay requested we look at other institutions on how they work with promotion for associate and assistant deans. Jon Jellema will see that an inquiry is posted to an administrative forum for college and university executives.
  - II. Charge #4: *Baseline Expectations* was discussed at length. An attempt was made a few years ago to tie workload to salary. It was opposed by Senate. Varying standards among units/departments make it challenging to state accountability for a full load for all faculty. "Expectations for faculty role" is a better way to say "baseline expectations". Based on our discussion, Kurt will revise and reorder Faculty Handbook language for section 3.01 of Chapter 4. He will bring a draft back to FPPC for further consideration.
5. Meeting adjourned at 5:00 pm.

Respectfully submitted by Linda Masselink