**Faculty Personnel Policy Committee**

September 8, 2021

Online

3:00-5:00

Minutes

Present: Marie McKendall (chair), Jeanine Beasley, Greg Cline, Rebecca Davis, Kurt Ellenberger, Sean Lancaster, Douglas Montagna, Jagadeesh Nandigam, Kim Ranger, Deborah Sanders, Benjamin Swets (recorder), Ed Aboufadel (ex officio)

Absent: Chris Shaffer

1. Introductions for new members

2. Agenda approved by consensus

3. Reviewed charges for this year

1. LIFT- MC Report Issues:

Please evaluate the six issues identified in pages 8-9 of the April 2019 Final Report of LIFT-MC, and in particular concerns raised there (i) that there is high variability across colleges (and possibly across units) in how LIFT data are used and interpreted and (ii) that some colleges (and possibly units) are using LIFT data in ways inconsistent with IASystems documentation and USETI/UPLIFT task force recommendations. Unless it appears that these concerns are misplaced, frame a policy proposal that would regulate the use of numerical benchmarks for evaluating teaching effectiveness.

SHORE Log: 1134-2019

2. Revisit 12-month Faculty Vacation Policy:

Review the memo from CHP and revisit the language of the 12-month faculty vacation policy (BOT 4.2.30.2).

SHORE Log: 1172-2020

3. Service Work During Sabbaticals:

Discuss the questions provided in the memo from AVP Ed Aboufadel about service work during sabbaticals and make recommendations, if warranted.

SHORE Log: 1173-2020

4. Combining Tenure and Promotion Decisions (Memo from UPRC):

Consider the memo from UPRC that recommends a revision of personnel policy to combine tenure and promotion decisions. Combining tenure and promotion to associate professor as one vote is feasible, although there are other cases that need to be considered in policy. The memo includes policy direction suggestions for specific scenarios for FPPC to explore.

SHORE Log: 1174-2020

5. Maternity Leave Policy:

Re-examine the maternity leave policy. Consider making it a straightforward maternity leave based on benefits to the mother and child rather than a “leave from teaching” done to benefit students.

6. Leadership and Succession Planning

Please propose language to ensure that the applicable section of the UAS Bylaws (SG 1.02) that charters the committee includes a subsection on Leadership, that describes the leadership positions and succession process.

7. Peer Evaluation Pilot:

Review the peer evaluation pilot proposal from FTLCAC to inform the new FPPC pilot.

8. Gender Equity During the Pandemic:

Assess how the temporary personnel policies enacted during the pandemic affected gender equity in consultation with EIC. Consider recommendations from EPP taskforce and create policies to address recommendations.

9. Bias in Student Evaluations:

Consult with LIFT Management Committee in their exploration of bias in student evaluations (LIFT is the lead committee).

10. In an effort to engage more faculty in our shared governance system, prepare a 1–2-page mid-year progress report at the end of the Fall semester to be disseminated to ECS/UAS and College Deans (a full report is expected as usual at the end of the year).

4. Chair’s Report – no report

5. Discussion of two pilot projects: Peer review and LIFT data visualization

A. Peer review

* Ed Aboufadel requested that a member of the committee be the “face” of the peer review pilot program to get the ball rolling on the pilot. Kurt Ellenberger agreed to serve in that role.
* Discussion: How to select which units will participate in the pilot. Generally agreed that units should volunteer, and that we need at about 5-8 units to participate. The pilot data will not be used for the candidates being reviewed unless the candidate wants it to.
  + Will not cover hybrid/online sections; just in-person for the pilot; other formats can be included in the future after the pilot
  + After some discussion of whether to run the pilot a year from now for the full professor promotion process, we decided to stick with the current plan.

B. LIFT scores

* 1st 5 recommendations should already have been implemented by units.
* Task now is to implement graph-based data visualizations of LIFT scores and the other recommendations outlined in section B. Greg Cline and Sean Lancaster agreed to help create some visualization examples.

6. Discussion of ordering agenda items

* Marie proposed putting the maternity policy at the top of the agenda
  + Could also be expanded into a family leave policy
  + Greg Cline proposed folding that in with 12-month vacation policy