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**Faculty Personnel Policy Committee**

**Final Report 2019-2020**

**Membership**

**Brooks:** Kurt Ellenberger

**Business**: Marie McKendall (chair)

**CLAS:** Doug Montagna, Steve Schlicker, Tonya Parker , Pei-Lan Tsou

**CPS:** Raymond Higbea/Greg Cline

**ENG & CS:** Jagadeesh Nandigam

**Education:** Sean Lancaster

**Health:** LaShell Palmer-Jones

**Library:** Kim Ranger

**Nursing:** Nancy Schoofs

**Ex. Officio:** Ed Aboufadel, Maureen Walsh

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1. **Synopsis of the Two Teaching-related Charges from ECS:**

* Define effective teaching; define excellent teaching
* Define “consistently”
* Specify the necessary documentation
* Develop university-wide practices and methodology for peer evaluation of teaching, including in-class observation, a teaching portfolio, and review of self-evaluative statements.
* Create a standard form for the feedback that faculty receive from these three parts. Summative feedback would be included in personnel and annual review procedures.

*FPPC Actions:*

This charge was continued from last year. The chair of FPPC appeared before ECS/UAS twice to update and receive feedback from members; there were also two opportunities for the faculty to offer written feedback. We wrote a proposal that defined effective and excellent teaching and specified the processes through which teaching would be evaluated for personnel decisions.

*Governance Actions*

* The proposal was approved by ECS on March 27, 2020
* The proposal was approved by UAS on April 10, 2020

1. Revision of BOT 4.2.5

BOT 4.2.5 is in need of revision because of the rewriting of service requirements three years ago.

*FPPC Actions:*

The FPPC submitted a proposal that specified that types of service required for faculty at various stages of their career would be decided by the unit.

*Governance Actions:*

* The proposal was approved by ECS on March 27,
* The proposal was approved by UAS on April 10, 2020

3. Reassignment Time for University Committee Chairs

1. Develop criteria and a process for determining appropriate reassigned time for Chairs of University Committees.
2. Recommend Faculty Handbook language

*FPPC Actions*

The FPPC submitted a proposals that specified a process to be used when a University Governance Committee wants to request release time for its chair.

*Governance Actions*

The proposal was approved by ECS on December 6, 2019

The proposal was approved by UAS on January 21, 2020

4. Revision of BOT 4.2.3.2 & BOT 4.2.15.14

Appointment letter specify that tenure resides in the unit, but these policies indicate it resides in the university. Make a decision and reconcile all statements.

*FPPC Actions:*

This turned out to be a complex issue. Tom Butcher visited and went through the history of the issue as well as the problems engendered by each choice. We were set to continue to discuss and draft a proposal when GVSU shut down in March. We will revisit this in the fall.

5. LIFT Charge  
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.

*FPPC Actions:*

This came to us in the Winter semester; we started discussion and will pick up next Fall.