

Author: Diane Murray at PO6

Date: 2/10/98 9:40 AM

Priority: Normal

TO: John Gracki at PO2

TO: Linda Grinstead at PO1

TO: Karen Novotny at PO10

TO: Toni Perrine at PO1

TO: Scott Richardson at PO2

TO: Margaret Walker at PO1

TO: Jim Wolter at PO17

TO: Sheldon Kopperl at PO16

TO: Diane Murray

Subject: Re: FPPC Minutes 1/27/98 -- DRAFT

----- Message Contents -----

Faculty Personnel Policy Committee

Tuesday, January 27, 1998

11:30 A.M. - 12:30 P.M.

Present: John Gracki, Linda Grinstead, Shel Kopperl (Sem. replacement for Karen Novotny), Diane Murray (secretary), Toni Perrine (chair), Scott Richardson, Margaret Walker, Jim Wolter

7.1 Margaret Walker moved and Shel Kopperl seconded the approval of minutes of the January 20, 1998 meeting.

7.2 Toni Perrine reintroduced the charge given to the committee by the Provost and ECS to review, draw conclusions, and recommend strategies to implement Objective 1: Clarify Faculty Evaluation Criteria, section 4.1 of the Institutional Long-Range Plan. She also shared information from her meeting with the Provost. Among the concerns the Provost wishes the committee to address are the differences in evaluation which now exist among the divisions and post-tenure review. The committee is encouraged to gather information and opinion throughout the university community, including faculty members, divisional personnel committees, Human Resources (Scott) and the university attorney (Tom Butcher). The committee is to provide a progress report to the Provost in April.

7.3 Toni Perrine next reported on her meeting with Faculty Salary and Budget Committee. The FSBC is expressing concern over the relationship between ECS and the various standing committees and had asked for FPPC's perception of that relationship. Toni shared with FSBC the concerns we had expressed to ECS in a memo dated 10/22/97: the time lag between the submission of a report and action taken on that report; lack of continuity of personnel on committees and ECS/UAS causing decreased understanding of issues under discussion; and the practice of ECS revising submitted documents rather than returning them to the originating committee for revision. FSBC will work on a document detailing the problems and proposing solutions, and asks if FPPC will support such a document. After discussing possible solutions (including legitimizing independent committees, or having

the current committees cease to exist and creating sub-committees formed from ECS/UAS), it was decided to support in concept the document that FSBC is creating, but review the actual document and either agree or submit another opinion on the issues raised.

7.4 Toni Perrine also reminded the committee that a report is due February 27th on the identification of personnel issues identified from the Graduate Issues Task Force document of August, 1997. Committee members are asked to review the issues raised in the draft of January 15, 1998 and determine whether these are addressed within the current (and/or proposed) personnel policies.

7.5 In a quick review of the charges from Pat Thorp, chair of ECS/UAS, the committee decided that #3 Criteria for review of faculty members and #4 Goal-setting for faculty are included in the Provost's charge (item 7.2) and as such should be the higher priority for consideration. #1 Feedback on "Further Modifications to the Faculty Personnel Policy for Contract Renewal" and #2 the A&H proposal for shift in timing of reviews will receive a lower priority.

7.6 "Graduate Issues" and the Provost's charge (re Institutional Plan) are major agenda items for the next meeting, and committee members are requested to discuss the issues within their divisions and provide feedback at the next meeting.

7.7 Next meeting: Tuesday, Feb. 10, 1998 at 11:30 A.M. in Rm. 116, LMH