**FPPC Minutes**

**Date: November 17, 2021**

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

Absent:Chris Shafer

1. Agenda approved by consensus.
2. Minutes from 11/3/21 approved by consensus.

3. Chair’s Report

* Marie’s visited ECS on Friday, November 12th to update on LIFT charge
	+ Presented visualization of LIFT data with bar charts for feedback
	+ No negative comments/concerns from ECS members
	+ Only suggestion was for consistent labeling on bar charts
	+ ECS would like us to proceed with this proposal
* FPPC members discussed LIFT charge further
	+ Can other or additional questions be added to formative questions on LIFT form?
	+ A committee member suggested the proposal to define “formative” for clarity
	+ Marie will bring the revised LIFT recommendations to the next committee meeting
* Peer Review Pilot
	+ Pilot will be done for Associate Professor going to Full
	+ At least three ECS members volunteered for peer review pilot
	+ Pilot is on track for next semester

4. 12-month Vacation Policy Charge; Guest: Dr. Teressa Beck

* Dr. Teresa Beck expressed concerns over lack of clarity in the policy on the following items:
	+ “Vacation day” is not defined in the current policy.
	+ The current policy seems to imply that vacation can be taken at any time during the academic year, which is unrealistic and not implementable in an academic environment.
	+ The current policy, at the same time, requires planning vacation up to a year in advance, which is not always feasible or realistic.
* Marie defined vacation day as a scheduled day of absence. She explained the intent of the policy: vacation to be taken preferably during recess periods of an academic calendar; planning and scheduling vacation days working with the unit chair to minimize disruptions to teaching.
* Kim Ranger said the faculty should be trusted about their vacation declaration.
* Kurt Ellenberger stated that a unit chair should talk to faculty about their due vacation days and encourage them to plan and schedule their vacation. This is important for faculty physical and mental well-being.
* Dr. Beck stated that the discussion with FPPC was helpful and that she now has a better understanding of the intent of the current policy and how to interpret it. She talked about the need for putting a plan/culture in her unit to encourage faculty vacation.
* Marie said she will prepare a response letter to this charge and bring it to next FPPC meeting for review.

5. Combining Tenure and Promotion Charge (pgs. 8-11)

* Most units (in terms of overall number of faculty) have same expectations for tenure and promotion.
* If tenure and promotion are two separate decisions/votes, tenuring someone with recommendations for corrective actions to be promoted has no recourse because the person can simply never apply for promotion; there is no leverage once you grant tenure.
* Some committee members argued in favor of two votes
	+ Provides flexibility needed in some disciplines
	+ Teachers with professional experience without research expectations
	+ Clinical faculty with no expectations for research
	+ Should the policy honor diverse needs in some disciplines by not combining the tenure and promotion decisions?
	+ Did UPRC consider equity as a factor in their recommendation?
	+ In a straw vote, majority of the committee preferred two votes for tenure and promotion
	+ Continue the discussion in the next meeting

6. Meeting adjourned at 4:45 PM