

FACULTY PERSONNEL POLICY COMMITTEE

Minutes: September 12, 2012

Present: Andrea Bostrom, Jan Brashler, Jay Cooper, Kurt Ellenberger, Gary Greer, Paul Jorgensen, Linda Masselink, Marie McKendall, Chuck Norris, Gabriela Pozzi, Scott Richardson, Dan Vaughn

Not Present: Jon Jellema, Christopher Kierkus

1. Approval of agenda—approved by acclimation
2. Approval of minutes
 - a. Attendance list modified
 - b. Approved by acclimation
3. Announcements
4. FPPC Charges for 2012-2013
 - a. Several charges are being worked on simultaneously by other committees
 - i. Student evaluations—FTLC is working on this and we will respond to their work
 - ii. Faculty workload at the graduate level—Graduate Council is working on this and we will respond to their work
 - b. Baseline expectations
 - i. This relates to unit work required outside of teaching classes and the “focused” credits each semester
 - ii. We will review our prior documents on this and clarify as needed
 - c. Charges accepted by acclimation
5. Charge #11: Associate Deans Serving on Personnel Committees in Another College
 - a. Initially the following statement was created: “No Dean, Associate Dean or Assistant Dean may serve on any Personnel Review Committee.”
 - b. Placement of the statement in the administrative manual was discussed. The choices were the following sections: 2.11 in which the roles of these administrators are outlined or the specific section about Personnel Review Committees.

- i. Further discussion about participation of faculty in these roles participating on any committees was discussed with a conclusion that participation on each governance committee should be clarified.
- 6. Charge #12: Three-year rule for faculty in administration
 - a. This rule relates to administrators maintaining faculty status for a maximum of three years while being on a “leave” to serve in the administrative role. This is not currently done in practice and probably needs to be revised to match practice.
 - b. Some recalled that Tom Butcher had been working on rewriting some of this section. Kurt Ellenberger will contact Tom about progress on this and a draft will be brought back to this committee for review.
- 7. Charge #9: New Faculty “Years of Credit Towards Tenure”
 - a. After discussion the following language was crafted: “If two years’ allowance is given, the pre-tenure review will take place in year 4 rather than year 3. If three years’ allowance is given, the tenure review in year 6 will be the only review.”
 - b. Marie McKendall moved to approve; Linda Masselink seconded; motion passed unanimously.
- 8. Charge #4: Mentoring for Faculty with Non-standard Appointment Start Dates
 - a. After discussion, the following language was crafted: “Faculty with non-standard appointment start dates should begin FTLC mentoring seminars immediately.” This should be added to the mentoring guidelines that were placed in the handbook for this academic year.
 - b. After more discussion, the following language was crafted: “All new faculty are strongly encouraged to begin immediate participation in the university-wide mentoring program regardless of appointment date.”
 - i. This should be added to 3.01.g at the end of the paragraph.
 - ii. Jan Brashler moved; Paul Jorgensen seconded.
 - iii. Passed unanimously
- 9. Next meeting on September 26, 2012 in 2264 Kirkhof Center.

Respectfully submitted by Andrea Bostrom.