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**FPPC Minutes**

**Date: January 12, 2022**

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

Absent:Jeanine Beasley, Greg Cline, Chris Shafer

1. Agenda approved by consensus.
2. Minutes from 12/1/21 approved by consensus.
3. Chair’s Report**:**

-Family Leave Policy has passed.

-FPPC Chair Election approved for January.

1. Lift Scores  
   -Given bias issues, discussed whether FPPC recommendations should include course comparisons.   
   -Decided to leave the language as written and will address bias in the future once we hear from the Lift committee.
2. Promotion to Associate and Tenure Decision  
   -Vice Provost Aboufadel assembled data on how many were tenured who were promoted after tenure.  
   -FPPC agrees that there should be two votes, but colleges should be able to decide whether they will allow tenure without promotion or not for themselves.
3. Service During Sabbatical  
   -FPPC discussed and decided that it should be allowed, but not be required, and should also be discouraged.

Meeting adjourned at 4:33 PM