

## Faculty Development Committee Minutes: September 2, 2011

Present at meeting: Gary Schmidt, Salvador Peralta, Pamela Horvath, Shirley Lankford, Myrna Gantner, David Morgan, Adrian Austin, Peter Hoff (guest)

- I. Pamela Horvath agreed to act as secretary of the committee. Beginning with our October meeting she will take minutes and distribute these to committee members.
- II. Peter Hoff presented a request from the Provost, Michael Horvath, that the committee work on language clarifying the policy for the evaluation of college deans who report directly to the Provost. *Faculty Handbook*, Section 104.04 is to be revised in order to reduce ambiguity and codify a faculty role in the evaluation process. Hoff distributed a handout that outlines the current policy and practice and Dr. Horvath's plan for changes, including proposed language for the *Faculty Handbook*. Myrna Gantner will make this handout available in electronic format to committee members. A subcommittee consisting of Myrna Gantner, Sal Peralta, and Shirley Lankford will review and draft language for the *Faculty Handbook*. The entire committee is requested to review Dr. Hoff's handout and provide feedback to the subcommittee prior to September 16<sup>th</sup> so that the subcommittee may draft a proposal prior to our next scheduled meeting.
- III. The proposed revision to the tenure and promotion policies found in the *Faculty Handbook*, Section 103, was discussed at length, with several changes to the current draft being suggested. Myrna Gantner will make these changes and distribute the revised draft to the committee. Gary Schmidt will send an inquiry to the seven UWG deans requesting feedback from their departments on the following two questions:
  1. What is their position regarding allowing non-tenured faculty to serve on departmental tenure/promotion committees in the case that there are no tenured faculty in a given department? Should it be allowed in the case of such emergencies, or should it never be allowed, i.e. should tenured faculty from outside the department populate the committee? If non-tenured faculty are allowed to serve in such a situation, should their participation be limited to a certain percentage of the committee?
  2. What do they believe are appropriate expectations in the area of professional growth and development for promotion to Senior Lecturer?

Myrna also noted that there is considerable ambiguity regarding time limits for promotion and that the BOR is in the process of revising its ten-year limit for faculty members who started as instructors and were then promoted to or hired as Assistant Professor. The committee agreed that the current policy is untenable.

There was also discussion regarding what credit should be given to grants in the tenure/promotion process. The committee members agreed that there would be need

for quality control, particularly if submission rather than receipt of grants is to be counted towards tenure/promotion. Myrna will request feedback from Arlene Horn in Sponsored Operations on possible language.

- IV. Distribution of proposed changes in tenure/promotion policy to faculty: The committee agreed that a CourseDen class will be established that will allow all faculty to view the proposed changes and comment on them. This will be done after the current draft is finalized.