

**2015/2016 FACULTY GOVERNANCE COMMITTEE
MINUTES**

Final

MINUTES OF MEETING DATE: 10/28/15

REGULAR MEMBERS (_X_ IN ATTENDANCE):

Eleanor Cook __X__, Kylie Dotson-Blake _X__, Edson Justiniano__X__, Derek Maher __X__, Marianne Montgomery __X__, Andrew Morehead __X__, Jonathan Morris_X__, John Stiller __X__

EX-OFFICIO MEMBERS (_X_ IN ATTENDANCE):

Doriann Dennison, Chancellor's Rep __O__, Ron Mitchelson, Provost / VCAA __X__, Phyllis Horns, VCHS _O__, Mike Van Scott, Assoc VCRGS __X__, Alexandra Shlapentokh, Rep of the Chair of the Faculty __X__, Mary Gilliland, Fac Sen Rep _X__

OTHERS IN ATTENDANCE: *Linda Ingalls, Donna Payne, Lori Lee*

PERSON PRESIDING: Dotson-Blake

ACTIONS OF MEETING

- I. Meeting called to order: 3:05pm
- II. Approval of minutes of 10/14/2015 – unanimously approved with editorial correction
- III. Part IX, Section II, Memo related to post-tenure review & Request for Clarification of Chair's Role
 - FGC chair request for committee representative to present at the Senate Nov. 3rd. (*Presenting for informational purposes and discussion. Chancellor's final acceptance of resolution should note mandatory changes from GA after it passed through Senate.*) Morris will present the report to the Senate.
 - Update from Morehead regarding language that FGC can send to UCSC concerning issue of inclusion of PTR criteria in unit codes by reference.
 - Discussion of whether this should include graduate faculty status by reference; if it is going to be changed, has to follow a regular process for approval (to Graduate Council or UCSC as appropriate. Fundamental problem is colleges as code units, which means if everything is in code, codes become very long and complex documents. Morehead will write draft for next meeting.
 - Justiniano: Is graduate faculty status a personnel issue or not?
 - Dotson-Blake: Everyone on the committee needs to read Part II, Section IV for the next meeting.
 - Request from Physics Code Committee regarding clarification of the role of the Chair in the PTR process (Justiniano)
 - The issues are in reference to the highlight of key changes.
 - In consultation with department chairs, faculty should...
 - It is necessary to make a clear statement to that effect in the first paragraph of II.D.
 - The department chair or ...consult with the peer review...
 - The procedure in the current Part IX Section II contradicts this goal – see two bottom paragraphs in page 3.
 - Deans must provide an evaluative review...
 - Current language limits next higher administrator to concur/not concur - see paragraph beginning "The next higher administrator..." on page 4.
- IV. Subcommittee Report Part IX Section I
 - Documents relative to this discussion in the SharePoint site:
 - [Part IX edited September 23 2015](#)

- Part IX edited April 8 2015

Key topics relative to the revision of Part IX:

- **What can the committee take into account in voting on personnel processes?**
 - Also related to timing of cumulative review. Serious concerns that affect performance should be included in cumulative review so candidate can have due process.
 - Should refer to personal conduct policy.
- **PAD draft deadline in Part X;** can there be a preliminary time by which advice is given to the candidate on what might be missing in the PAD?
 - Add date in Part X
- **Splitting tenure and promotion.** Relevant to the Brody School environment.
 - Stick with what we have. Emphasize that in normal case it should be one vote. Promotion allowed without tenure; make sure this is clear.
- **Brody model** – faculty moving back and forth from probationary term faculty status; mainly an issue for people in the clinical/tenure-track
 - Use process for stopping the tenure clock, allow more flexibility
 - Should rehiring of people denied tenure on clinical or fixed-term status be prohibited?
- **Participation of chair in departmental personnel actions;** should the chair be permitted to attend key meetings?
 - Enable chair to request being able to come to particular meetings?
 - Clarify that prohibition only applies when chair and faculty make separate decisions (i.e. P&T).
 - Meeting between chair and committee in case of potential non-concurrence? (straw poll: 9-3 in favor meeting)
 - Clarify what comes from that meeting.
 - Allow revotes of committee as result of meeting with chair? (straw poll: unanimously against)
 - Need to make cumulative review robust.
- **What are the library needs in Part IX given that they will have a diminishing number of tenured faculty members?** Who is the personnel committee when there are no tenured faculty member?; This has implications for clinical units as well perhaps.
 - Cook: library has subgroup of PC called faculty advancement committee, looks at FTF requests.
 - Library FTF appointment committee recommends to be PC but is not part of PC.
 - Consequences of changes in library: less emphasis on research and service. Accountability issues.
 - Cook will get further feedback from librarians.
- **Small clarification adjustments to be worked out by subcommittee**

Items reviewed during 10/14/15 meeting for which information is being gathered at this time by Dotson-Blake for future discussion:

- *George's concern about having progress towards tenure every year; should we just have them every two years, through considering the reappointment process; what sort of evaluation can we have during non-reappointment years; could we have the P&T chair involved in end of year meeting to provide feedback to the candidate from the committee that will be voting on tenure*
- *College-wide P&T committee*

V. Meeting adjourned, 4:52pm