MINUTES OF MEETING DATE: October 24, 2012
as revised at November 14 meeting
now with initial capital letters and terminal periods as if complete sentences, as considered lamentably lacking in draft presented at 11/28 meeting, and intended to retain some tenuous relationship with what actually happened.

REGULAR MEMBERS (_X_ IN ATTENDANCE):
George Bailey _X_, Charles Boklage _X_, Nelson Cooper _X_, Edson Justiniano _X_,
Marianne Montgomery _X_, Andrew Morehead _X_, Catherine Rigsby _O_,
Marianna Walker _X_

EX-OFFICIO MEMBERS (_X_ IN ATTENDANCE):
Sheila Bunch, Chancellor's Rep _X_, Marilyn Sheerer, Provost / VCAA _O_,
Phyllis Horns, VCHS _O_, Ron Mitchelson, VCRGS _X_, Mark Sprague, Faculty Chair _O_,
Cheryl McFadden, Fac Sen Rep _X_

OTHERS IN ATTENDANCE: Linda Ingalls

PERSON PRESIDING: Walker

ACTIONS OF MEETING

I. **Agenda Item:** Approval of minutes of 10/10: moved, seconded, passed

II. **Agenda Item:** Part IX – Tenure and Promotion Policies

(See Part IX, as edited by Prof Bailey – sent to FG committee 10-2-12 linked and attached to 10/10 agenda)

Discussion began with amendments made 10/10, as assembled by Prof Bailey.

Concerning progress toward tenure:

p.t.t. reports need not be annual -

one suggestion: do it (only) in reappointment years

It was asserted that p.t.t. reports should be fact-based.

This provoked a prolonged discussion about the values of “objectivity” vs liking/not liking, and the potentially distracting need for probationary faculty to cause themselves to be liked, considered by some to be the antithesis of academic freedom.

There was extended discussion questioning the role of the personnel file; particularly concerning what’s usable; what’s not, as potential source of material to achieve/promote the desired objectivity.

A suggestion was made to establish training for evaluation, and to plan faculty forum/s for probationary faculty, on how to navigate progress toward tenure. It was declared that this would happen, more or less soon.

Some approximation of consensus was reached that evaluation should remain annual [to be commingled with and supported by the expected ongoing mentoring], and that evaluations for the purposes of reappointment and progress-toward-tenure should be combined, not annually, but to be done only in re-appointment years.
A motion was made, seconded, and approved to replace or combine evaluation in reappointment years with progress-toward-tenure letters, put up a link to appropriate guidelines, and allow unit flexibility via unit codes.

III. Agenda Item: Part X – PAD (formerly Part XII) (linked and attached) WAS NOT REACHED 10/10 – carried over 
   (See attachment – Part X, edited by George Bailey, sent to FG committee 10-2-12) 
   Was not reached again.

New Business: None

NEXT MEETING: November 14

ITEMS TO BE DISCUSSED: continued discussion of Part IX, perhaps Part X

IV. Adjournment 4:40 PM