

Tenure and Academic Freedom Committee Minutes

9 February 2021 Meeting

Zoom

Present: Carey Balaban, Nick Bircher, Jane Cauley (Secretary), Abbe de Vallejo (Co-Chair), Maria Kovacs (Co-Chair), Chris Bonneau (President Univ Senate), Ergin Kocyildirim, Kirill Kiselyov, John Kirkwood, Karin Warner, Mark Paterson, Chloe Page, Stephen Jacobus, Lu-in Wang (Vice Provost Academic Affairs, Laura Miller, Lori Molinaro, Elizabeth Mulvaney, Ann Thompson (Vice Dean SOM)

Excused: John Wallace (Vice Provost Faculty Diversity and Development)

Absent: Jessie Van Swearingen, OJ Ostrosky (student rep), Helen Petracchi

AGENDA:

Open Session:

Minutes Item 1-4: Karin Warner; edited by Jane Cauley; 5+: Jane Cauley

1. Roll Call – Meeting started 12:02 – Quorum met
2. Approval of minutes of September 16, 2020 meeting- Nick / Karin: Without objections
3. Old business
 - (a) Results of TAFC vote on Policy on Gifts and Naming (Carey and Abbe). Majority endorsed and this Gifts policy to be presented to Faculty Assembly tomorrow 2/10/21 (Carey).
4. The issue on the use of a “Journals List” as tool in faculty evaluations and promotions was presented to Faculty Assembly in November, 2020. There were many concerns raised, especially stifling of faculty creativity and non-representation of journals in specialized fields. They requested TAFC to submit a resolution so that faculty assembly could consider bringing this issue to the administration. Discussion followed.

Action Item: Beth, Ergin and Jane to develop actionable resolution.

5. Discussion of the Allen memo regarding Recommendations for strengthening processes surrounding faculty tenure and promotion, and appeals to administrative decision regarding denial of tenure.

Discussion:

- (a) Faculty involvement in University Governance is necessary.
- (b) Tenure Policy needs tightened. Schools must follow their own Policies and Procedures.
- (c) Process has to minimize unnecessary delays. There needs to be timelines for the resolution of appeals
- (d) There is a need for administrative accountability, from the department to the dean to the level of the Provost.
- (e) TAFC wanted to know if the recommendations included in the Allen memo can be implemented

Response from Vice Provost Lu-in Wang:

- (a) Provost office recognizes Service on Appeals Board is a burden and recognizes the board’s frustration with the delays and errors. Some of the delay was not unwarranted for reasons that she could not share, but there was some delays due to human error with respect to the provision of documents for review by the board.

- (b) She announced that Department Chairs will no longer have signature authorizations on offer letter.
- (c) The Provost office will be proactive about improving ways that the faculty can provide their documents so that they appear exactly as the faculty member wishes for the board to see them, for example in a zip file or a shared folder that the faculty member creates.

Action item: TAFC members are encouraged to review the Allen memo and recommend actions that may be undertaken.