

Tenure and Academic Freedom Committee Minutes
05 February 2020 Meeting, Cathedral of Learning 826

Present: Nick Bircher, Jane Cauley (secretary), Abbe de Vallejo, Chris Bonneau, Amanda Leifson (Graduate student representative), Tara O'Connor, Kelly Tatone, Kirill Kiselyov, Ann Thompson, Karin Warner, Laurie Kirsch, Maria Kovacs, Agustin Cruz Vasques (post doc representative), Elizabeth Mulvaney, Carey Balaban

Excused: John Kirkwood

Absent: John Boyer, Jonathan D'Cunha, Barry Gold, Nicholas Mance, Helen Petracchi, Rakesh Sindhi, Jessie Van Swearingen

The meeting was called to order at 11:02 by Abbe de Vallejo.

1. The minutes of the previous meeting (November 7, 2019) were approved.
2. Update on the status of revisions to Guidelines on Writing Letters of Annual Faculty Performance Evaluation (APE).
 - There was an ad hoc committee led by the Faculty Affairs Committee and the Provost Office. The co-chairs of TAFC were invited.
 - Discussion ensued pointing out that the document should include examples of how to list weaknesses of faculty. If an unacceptable rating is given, there is no information about remedial steps. It was also pointed out that Chairs/Deans may need training.
 - Laurie agreed that the chairs and Associate Deans need more training and noted a workshop in March as a first step forward to have greater clarity for annual review process. Tara O'Connor is leading March 2, 2020 Workshop.

- The guidelines are for all faculty: TS (tenure stream), T (tenured) and appointment stream faculty. This needs to be made clear.
- It was pointed out that the 3 areas of review: Teaching, Service and Scholarship must be covered in review. This had been previously deleted.
- T AFC Recommendation: Add a statement that Performance in 3 general areas (Teaching, Service and Scholarship) needs to be evaluated. Each unit decides what proportion of the 3 areas are relevant to their unit.
- There was question about a clarification for guideline 2 regarding salary recommendation. This is difficult since departmental/school budgets may not be finalized at the time of the APE. It was then pointed out that the revised document states that it does not refer to an actual salary amount but a qualitative statement for eligibility or ineligibility.

3. Provost Advisory Council on Tenure and Promotion (Chris Bonneau)

- a. Provost wants more feedback; Provost wants more transparency and broader base review; Proposes 4 new committees to review T & P:
 - i. Provost Area Schools
 - ii. Appointment Stream Promotion (Except SOM)
 - iii. All School of Medicine
 - iv. Regional Campuses
- b. Goal: Replace the University level of Review to Faculty from the Vice Provosts.
 - i. Council of Deans has endorsed this proposal.
 - ii. Plan to phase process starting with Promotion of Associate Professors to Professors in 2020.
- c. T AFC Concerns Raised/Recommendations:
 - i. Non -Expert reviews; accountability now shared by a “committee”; possible lack of expertise in the particular field in reviewing dossiers.

- ii. TAFC likes the plan to phase this review in overtime; 2 year terms for faculty membership in review committees.
 - iii. Laurie acknowledged that faculty need coaching. The Vice Provost for Academic Affairs will Chair as a non-voting member to facilitate the process.
- d. There are NO changes to Appeal Process
4. Discussion on the proposed change in the policy/procedure on Non-discrimination and Harassment will be at the next meeting.

The meeting was adjourned at 1:00PM.

Respectfully submitted,

Jane A. Cauley