

Minutes of the Professional Standards Committee (PSC) Meeting, 18 October 2019

Present: Jim Jasinski, Andreas Madlung (Acting Chair), Jennifer Neighbors, Pepa Lago-Grana, George Tomlin, Jennifer Utrata. Chair David Andresen, Provost Laura Behling, and Suzanne Holland were absent.

Acting Chair Madlung called the meeting to order at 2:00 pm.

Minutes of the meeting of the 4 October 2019 meeting were approved.

1. The committee discussed an inquiry as to whether a Visiting Instructor, after 5 years of full-time service in this appointment, but now in her first year as a Visiting Assistant Professor, is to be evaluated as if in the first year of a teaching appointment. It was decided that yes, evaluation procedures for the first year should be followed.

Another inquiry concerned a faculty member in the third year of a visiting appointment, but never previously evaluated formally. The committee decided that the evaluation should be a third year evaluation by the chair, as specified in the October 22, 2018 ruling by the PSC.

2. The committee then considered the "Addendum to the School of Education Evaluation Criteria for the Position of Professor of Music Education." The committee made two suggestions and requested one clarification.

Suggestion: In section II.b, that the title be "Third Year Evaluation, Tenure, and Promotion to Associate Professor and to Full Professor"

Suggestion: In section II.b., penultimate sentence, "The Director...will select the participants in the evaluation process"

Clarification: Does the section IV. phrase, "The department will apply its normal standards..." (appearing four times) refer to the School of Education, the School of Music, or both?

3. Finally, the committee considered the "Department of Exercise Science Statement of Evaluation Standards, Criteria, and Procedures" of 19 September 2019, and requested several clarifications.

a. Under II.1.d., Teaching, the use of student course evaluations is specified. Since the PSC, in the annual "Faculty Evaluation Criteria and Procedures," is now informing departments of possible bias in student evaluations, please make an explicit or inferred reference to this possible bias, either in II.1.d., or in VI. Procedures, Responsibility of Colleagues, as part of either 1., or 3.

b. In II.2.g. & h., under "Teaching," and in III.1.d., under Professional Growth, a series of activities is described ("a variety of...teaching techniques," "trying new approaches," and "development of new teaching methods," respectively). Since the former two are placed under Teaching and the last under Professional Growth, the PSC seeks clarification as to the rationale behind dividing the series of activities at this point, specifically, why the development of new teaching methods is listed under Professional Growth.

c. Under III. Professional Growth, first paragraph, the department recognizes "efforts to replicate prior experiments." The committee would like the department to clarify whether this statement includes exact replication of prior experiments, or does the replication need to include any modification of population or conditions of the study.

d. Further, in III.1, we believe the wording should be “Evidence of professional growth includes:”

e. In III.1.a.i please add the phrase, “since the last review.” Please confirm that the department intends to require an article in a peer-reviewed journal, and nothing more in addition or substitution, for a positive tenure or promotion evaluation.

f. In III.1.b., please change the current phrase to “but not limited to...” By “contributions to the literature of Exercise Science,” could the department please clarify what these contributions may be (e.g., book chapters)?

g. In the Professional Growth examples listed in a. through f., is a hierarchy intended by their sequence? If not, please insert a statement to that effect. Can the department make any statement as to the weighting of these various professional development activities?

h. Under V. Service, penultimate line, please adjust to read, “...committees; and as a member of departmental...”

i. In VI. Procedures, 1.c., please make the addition so that the phrase reads “written evidence of professional growth, advising, and service.”

j. In VI. Procedures...Responsibility of colleagues...2., 3., and 4., after “Faculty Code,” please add “and the Faculty Evaluation Criteria and Procedures of the PSC.”

Upon approval of the minutes these requests will be forwarded to the chair of the department of Exercise Science by Chair Andresen.

The meeting adjourned at 3:00 PM.

Submitted by

George Tomlin