

Minutes of the Professional Standards Committee

January 22, 2007

PRESENT: Kris Bartanen, Sigrun Bodine, Doug Cannon, Julian Edgoose, Karl Fields, Grace Kirchner, George Tomlin

Kirchner convened the meeting at 11:03 p.m.

The minutes for December 4, 2006 meeting were approved.

Announcements. Kirchner noted that the PSC anticipates receiving soon the revised evaluation guidelines from the School of Education

New Business. No new business was reported.

Early Tenure. The remainder of the meeting was spent discussing and drafting a possible formal interpretation of the *Faculty Code* regarding early tenure and promotion. Working from an initial version drafted by Share, the committee arrived at two possible alternatives as noted below:

Interpretation of Chapter IV, Section 1, e and f; Chapter IV, Section 2, b(4); and the interpretation of Chapter IV, Section 2,b(4) of 9 February 1987: Early tenure and promotion. Date tba.

Option One

The expected times of tenure and promotion are specified by the candidate's appointment letter (what the *Faculty Code* calls the "initial contract") and the *Faculty Code*. Early promotion or tenure refers only to situations where faculty members choose to apply for promotion or tenure earlier than the expected time.

In cases of early promotion or tenure, the "sustained record of achievement of exceptional merit in all the categories by which a faculty member is evaluated" (*Faculty Code* Interpretation of Chapter IV, Section 2, b (4), February 9 1987) is interpreted to indicate a standard above and beyond that normally required for promotion and tenure.

Option Two

The expected times of tenure and promotion are framed by the *Faculty Code* (Chapter IV, Section 1, e and Section 2, b). The scheduled time for consideration for tenure and promotion may be further specified in the candidate's appointment letter (what the *Faculty Code* calls the "initial contract"). Early promotion or tenure refers only to situations where faculty members choose to apply for promotion or tenure earlier than the expected time.

In cases of early promotion or tenure, the "sustained record of achievement of exceptional merit in all the categories by which a faculty member is evaluated" (*Faculty*

Code Interpretation of Chapter IV, Section 2, b (4), February 9 1987) is interpreted to indicate a standard above and beyond that normally required for promotion and tenure.

The committee arrived at no final conclusions about the wording of the draft interpretation and it was agreed that the discussion would continue next week. Prior to adjournment, additional concerns were raised about the pitfalls of imposing a new interpretation on top of an existing interpretation. It was suggested that perhaps the new interpretation ought to supplant the 1987 interpretation, rather than supplement it.

The meeting was adjourned at 12:03pm.

Submitted Respectfully,

Karl Fields