

Minutes of the Professional Standards Committee
October 2, 2006

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

Share convened the meeting at 3:02 p.m. The minutes of the September 25 meeting were approved after minor revisions. Dean Bartanen distributed copies of a revision of the "Statement of departmental standards and processes for evaluation" of the Department of Communication Studies. This Statement was revised in response to questions raised by the FAC during a recent review.

PSC turned to a discussion about departmental evaluation guidelines. Different members of the PSC expressed surprise on how much variation in these guidelines exists from department to department. This seems to be true especially with regard to evaluation procedures, for example the role of departmental deliberation meetings or the question of which departmental members are allowed/required to participate in colleagues' evaluations and to what extent. The question was discussed if it was possible/desirable to make copies of the Evaluation Criteria and Procedures of all departments available to all faculty. Discussion centered on pros and cons of such a step. PSC decided to solicit input from the Faculty Senate and, in addition, asked Dean Bartanen to invite feedback from the faculty via department chairs.

Another point of discussion was that in Chapter III, Section 3, part b), the Code asks departments to state in writing "the criteria, standards and needs of the department used in departmental evaluation process" without explicitly mentioning procedures. A member pointed out that even though there is no explicit mandate in the Code for departments to write procedures, writing procedures has been common departmental practice for at least the last 25 years.

Next, the Committee reviewed information on the number of permanent/visiting instructors in departments, their eligibility to participate in the evaluation process, and the extent of participation. Questions included: Does the Code expect some kind of standardization with respect to the participation of faculty in evaluations, especially with respect to instructors, newer faculty, and visiting faculty? Can a department choose to exclude some/all non-tenured faculty from colleagues' evaluations? If this does comply with the Code, should a department make it clear what it wants to accomplish with that decision, and why? It was also mentioned that the evaluation system at UPS is different from the situation at most universities where only tenured faculty participate.

PSC members were asked to reflect on this situation until next week, when the discussion will continue.

The meeting was adjourned at 3:59pm.

Respectfully submitted,

Sigrun Bodine

