

Professional Standards Committee Minutes
September 30, 2004

Members present: Bill Breitenbach, Kris Bartanen, Sue Hannaford, Grace Kirchner, Sarah Moore, John Riegsecker, Keith Ward, Carolyn Weisz

The meeting was called to order at 8:00.

Kirchner was appointed secretary for the day.

Announcements. Breitenbach has received a letter from President Thomas acknowledging receipt of the Committee's response to Thomas's previous inquiry. Breitenbach is working on a compendium of Code interpretations that might be posted on a convenient place on the web and made accessible to faculty. Breitenbach asked Hannaford to frame a concern that she had brought to the Committee regarding the impact of sabbaticals on the participation of full professors in evaluation.

Content of Minutes. The Committee discussed the pros and cons of writing detailed as opposed to general minutes, a discussion prompted by the draft of the minutes of September 23. The following points emerged in the discussion: 1. Consistency in minute taking is desirable. 2. Our work is more likely to become the subject of litigation than is the work of other committees. 3. The Senate has expressed a desire for more detailed minutes. 4. Many of our topics involve confidential or sensitive matters, and the parties involved might be recognized by readers of the minutes even if names are not used. 5. Transparency is a desirable goal.

The Committee agreed that future secretaries should include a full description of issues discussed and the ultimate determinations that were made, but the process by which these decisions were made was not always necessary or helpful. There were varying opinions about the value of attributing statements to particular individuals, but there seemed to be a general consensus that it was not necessary to attribute opinions or "musings." We agreed to proceed with these points in mind and treat each set of minutes on a case-by-case basis.

Suggestions were given to Hannaford regarding revisions to her draft of the minutes of September 23. She will circulate a second draft.

Reconciling of PSC Code Interpretations between Old and New Code. Breitenbach led a review of the document prepared by former Dean Cooney in which Cooney attempted to reconcile PSC interpretations of the old Faculty Code with the current version, so that the interpretations can be updated and appended to the new Code. We agreed that our goal at present should be to correct errors and eliminate interpretations that no longer served any function. Several errors were corrected that relate to punctuation, typos, and references to specific sections of the two Codes. In addition the Committee agreed to delete interpretations that referred to now-defunct appeals processes. While updating the reference to an interpretation concerning the role of

spouses in evaluation, the Committee noted that the interpretation itself might need to be updated to include partners as well as spouses, but declined to take any action on this issue as it appeared to be substantive. The Committee also added a note to an interpretation that relates to the Sexual Harassment Policy to clarify that allegations of sexual harassment are relevant to the Code in that they might give rise to grievances. As we completed our work, Breitenbach agreed to circulate to the Committee a revision with these changes before sending them to the Senate.

Meeting adjourned at 9:00.

Respectfully submitted,

Grace Kirchner