

**Minutes of the Professional Standards Committee
November 18, 2010**

Present: Kristine Bartanen, Bill Beardsley, Geoffrey Block, Julie Christoph, William Haltom (chair), Andy Rex, Mike Spivey, Lisa Wood

The meeting convened at 3:01 p.m. in Wyatt 226.

The minutes of November 11, 2010, were approved with minor corrections.

The committee returned to Charge 4 from the Faculty Senate: *The PSC should improve the description in the Faculty Code of the grievance process when it occurs within a faculty evaluation [Chapter III, Section 4 f (1,2)], and of the hearing board process [Chapter III, Section 6].*

Some members of the committee expressed concern that there is currently not enough protection for an evaluatee when an evaluator commits an ethical violation in the course of an evaluation. The committee discussed this but decided not to recommend any changes to the faculty code to address this.

The committee also discussed whether there should be some document that outlines consistent and fair ethical behavior in an evaluation but also decided that the current language is sufficiently clear.

Finally, the committee passed the recommendation of the Beardsley-Christoph-Rex-Spivey subcommittee report dated Friday, October 29, with respect to Charge 4. This is as follows.

The opinion of the subcommittee is that the Code is sufficiently clear; however, we recommend adding a sentence (italicized below) to the end of the description of The Departmental Evaluation Process, under “Fairness and adequate consideration” (p. 13). We recommend that that section read as follows:

As indicated in the Faculty Code, Chapter III, Section 4, “The evaluation process is designed to provide a substantial body of credible evidence in writing as the basis for a fair and impartial review. Moreover, “the evaluation process should be fair and ensure that adequate consideration is given the faculty member involved. Fairness and adequate consideration shall be achieved consistent with the criteria and procedures outlined in Chapter III, Sections 2-4.” *Note that Chapter III, Section 4f requires that if, during an evaluation, a question or concern regarding ethical behavior is raised, “the faculty member shall initiate a grievance process.”*

The meeting adjourned at 3:55 p.m.

Respectfully submitted,

Michael Z. Spivey