

Monday, January 23, 2017

Agenda

1. Review and approval of the revisions to the draft of the mentoring policy ([MentoringPolicyFACchanges10252016.docx](#))
2. Continuing discussion of the merits and consequences of a single document describing the promotion guidelines for all non tenure-track positions.
3. Initial discussion of the following two questions from FPC regarding **Pre-Promotion Review**:
 - a. Does the policy reflect current practice (e.g., use of a formal all-faculty vote and the use of a secret ballot)?
 - b. Could the policy be revised to be inclusive of clinical faculty and lecturers (i.e., Pre-Promotion review)?
 - c. For reference: see [section 19.7](#) of the CBA and the [COE Pre-Tenure Review Policy](#).
4. Discussion of FAC's potential contribution to the [strategic plan](#). (Potential metrics have been assigned to the objectives. Is there anything that this committee can take up that helps move the COE forward?)

In Attendance: Erica McCray, Tom Dana, and Kent Crippen

Minutes

1. One minor revision was made to the mentoring policy. Sentence 4 under the heading Mentor roles was amended to read "During the first full semester of the mentee's employment, the mentor and mentee will establish a written mentoring plan that they deem appropriate given their particular circumstances and needs, *including alignment with expectations for tenure and promotion.*" It was moved that the committee vote on presenting this version of the document to FPC for consideration.
 - a. [MentoringPolicyFACchanges1272017.docx](#)
 - b. [MentoringPolicyFACchanges1272017_tracked.docx](#)
2. It was moved that the committee vote on the following recommendation to FPC regarding FAC's review of the promotion requirements across the COE for non tenure-track faculty "After extensive consideration, including the compilation and review of the crosswalk comparing the promotion guidelines for the positions of Clinical Faculty, Scholars and Lecturers as well as consideration for new position titles being used in the COE (e.g., Research Scientist), the Faculty Affairs Committee recommends that FPC appoint and charge an Ad Hoc committee with writing a single set of promotion guidelines to be used across the COE for all non tenure-track positions. In constituting this committee, FPC is encouraged to include a sufficient representation of faculty of various ranks who serve in non tenured-track positions."
 - a. [Non-tenure track promotion guidelines crosswalk.docx](#)
3. The following responses were composed for the questions from FPC:
 - a. There is no such "pre-promotion review" policy, thus it does not reflect current practice. The cited example of a secret ballot as current practice is not in alignment with the CBA. Any initiatives to produce new policy in this regard should be

informed by the pending new CBA. For reference: see [section 19.7](#) of the current CBA and the [COE Pre-Tenure Review Policy](#).

- b. The proposed mentoring policy is inclusive of non tenure-track positions and could be used in support of a pre-promotion review.

Action Items

- KC to send items I and II to the full committee for vote.