

**FPC Committee End of Year Report
Faculty Affairs Committee
April 2013**

- A. List the dates and times of your committee meetings this year. Please star the dates for which minutes were created (and are posted on the FPC website).

Monday October 22*
Friday February 8*
March 18*
April 15 (cancelled)

**We will post summary notes of all these meeting in the FPC website*

- B. Provide a bulleted list of the major accomplishments of your committee this year. Please star those accomplishments that are connected to the COE Strategic Plan.

- Reviewed sabbatical applications and provided a ranked list to Dean Good
- Revised the COE Graduation Marshal Service policy and submitted policy to FPC
- Developed a process for election of members to the Sabbatical Selection Committee and the Professional Development Leave Committee, and submitted to FPC
- Reviewed the composition of the T& P committee and the need for change due to Bargaining Agreement's language (tabled)
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- C. List any documents prepared by your committee this year and where these documents are located. Be sure that all documents that should be posted on the FPC website are/have been sent to the FPC Secretary.

- Meetings Notes*
- Graduation Marshal Service Policy*
- Policy on Elections to Sabbatical Selection Committee and Professional Development Leave Committee*
- End of Year Report to FPC*

**all will be sent to FPC secretary*

- D. Provide a set of goals and key tasks related to those goals for at least the Fall semester for your committee (you can use the following chart). If you have ideas you can certainly make recommendations for the entire year but it will ensure continuity across years if you at least include tasks for the Fall semester.

Recommended Action Plan for Next Year's Committee

Fall: Top Priority: Review of composition of COE T&P Committee

On February 18, 2013 FAC was messaged as follows:

"FAC has been charged by FPC to review the composition of the Tenure and Promotion Committee because this committee now makes personnel decisions for tenure and non-tenure track positions. Because the Bargaining Agreement requires elected committees of tenure accruing faculty to make decision about sabbaticals and of non-tenure accruing faculty to make decisions about professional development leaves the composition and process for securing members of these committees must also be revised in order to align current practices to the bargaining agreement. Tom Dana is the administrative rep to your committee and he has more information about these issues and the exact language of the Bargaining agreement so you will want to be sure he can attend the meeting when you discuss this issue."

We were unable to find a time when the FAC administrative rep could attend a meeting between issuance of this charge and our deadline to respond to FPC. Therefore, at our 3/19/13 meeting we discussed the issue and Tabled it .

Our report on this issue to FPC, sent March 27, 2013, is inserted below:

At the 3/19/13 meeting of the Faculty Affairs Committee, we reviewed the composition of the College of Education's Tenure and Promotion Committee, as charged.

According to the Collective Bargaining Agreement's Article 19 "Tenure and Permanent Status":

Article 19.9g: Review by the College Tenure and Promotion Committee. (1) The College Tenure and Promotion Committee shall receive and review the candidate's tenure dossier. (a) The committee shall be comprised of tenured faculty members in the college. No less than one-half of the committee members shall be elected by the tenured faculty members of the college. (b) A committee member may participate in reviews only if the candidate's rank is the same as or a rank below the committee member's own rank.

According to the Collective Bargaining Agreement's Article 20 "Promotion":

Article 20.6g: Review by the College Tenure and Promotion Committee. (1) The College Tenure and Promotion Committee shall receive and review the candidate's promotion dossier. (a) The committee shall be comprised of tenured faculty members in the college at the rank equivalent to

Associate Professor or above. No less than one-half of the committee members shall be elected by the tenured faculty members of the college. (b) A committee member may participate in reviews only if the candidate's rank is below the committee member's own rank.

The College of Education is unique in that we have PK Yonge Faculty, as well as clinical and non-tenure track faculty. They are not represented on the T & P committee, though that committee votes on their dossiers as well.

FAC has been asked to make a recommendation on membership and voting roles for PKY/clinical/non-tenure track faculty. Because we believe that PKY, Clinical, and non-tenure track faculty should be asked about their perceptions of this issue, and because the administrative rep to FAC (Tom Dana) could not be present to contribute to our discussion, we do not offer a solution at this time. We recommend that the college's office of Academic Affairs collect information from those representatives of the PKY, clinical and non-tenure track faculty before making a decision about representation and voting roles on the T&P committee.