Meeting: April 8, 2021, 12:00-1:30 pm via Zoom  
Facilitator: Terri Ares  
In Attendance: Joanna Kimmitt, Katie Johnson, Cheryl Koos, Alexis McCurn, George Vinovich, Jessica Federman, Chris Webb, Susan Porter

<table>
<thead>
<tr>
<th>Topic</th>
<th>Discussion/Conclusions</th>
<th>Follow-Up</th>
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<tbody>
<tr>
<td>Agenda, Minutes, Announcements</td>
<td>Agenda approved. Minutes of 3.25.21 meeting approved.</td>
<td>Refer to calendar invite for agenda, minutes, and documents for each meeting.</td>
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**OLD BUSINESS**
<table>
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<tr>
<th>Update on Resolutions from Senate Exec</th>
<th>FPC 21-07 Forming a Task Force for Assessing Teaching Effectiveness</th>
<th>Due for 2nd reading on 4/14</th>
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| **FPC 21-11 Amendment of Policy for RTP** - New concerns from Exec raised about the evaluation scale. Concerns voiced were:  
  - Too subjective. ‘Meets or Does Not Meet’ is objective if the department standards are clear and specific.  
  - Can make the case in the RTP letter that performance was extraordinary.  
  - No financial benefit to the award of various levels of above satisfactory.  
  - More complicated scale.  
  - Scale could be weaponized against faculty by Administrators.  
  - University RTP committee may be called in more frequently for disagreements at the various levels of review.  

Discussed pulling out the evaluation portion to facilitate passage of the procedural elements in time for next year’s RTP cycle. Concerns by some tenured faculty may not be held by tenure-track faculty going through the review process. Decision made by committee to remove the evaluation scale for the 1st reading.  

Discussed difficulties in communicating to Exec and the Senators the intent of resolutions/policy coming from FPC and the consideration of changes. |

**Terri** will remove the evaluation scale portion for the 1st reading on 4/14.  

Plan to carry over the evaluation scale to further discuss and develop in 2021-22. Consider survey of tenure-track and tenured faculty to determine more precisely what RTP concerns exist.  

Apply expanded rationale or comments from FPC onto policy document to communicate work of committee and basis for recommendations. When appropriate add written response comments to document to show the comment has been considered.
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<tr>
<th>Sabbatical Policy</th>
<th>May need to revise to address the situation where there is a Program Coordinator but no Chair (does the P.C. review or does the application move directly to the Dean?)</th>
<th>Cheryl to check on practice and whether any Program Coordinators lack a Chair</th>
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| Chairs’ Evaluation | Evaluation group (Molly, Cheryl) have not met yet due to Spring Break to address details of how often Chairs are evaluated, what they’re evaluated on, who participates in evaluation, etc.  
Next Step: Draft policy with the compensation piece added will be distributed to Senate Exec and the Provost. | Evaluation workgroup to have a draft ready for at the next meeting.  
Terri to meet with the Council of Department Chairs & Program Coordinators on 4/23 to present work-in-progress for their feedback. |
| NEW BUSINESS      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Faculty Leaves & Honors Committee Membership | This resolution is ready, but a new issue came up. The Assigned Time for Exceptional Levels of Service policy and committee was due to sunset in 2020. Suggestion for FLHC to review these proposals. Discussed expanding membership to include tenure track and non-tenure track faculty in light of the fact they are eligible for these awards. Agreement reached to expand size of committee and membership to align with verbiage in the RSCA awards committee. | Terri to update the resolution to specify 2 faculty from each College (one tenured) and 1 each from counseling and library. |
| Next Meeting      | Thursday, April 22nd 12:00 - 1:30pm | Membership Terms |
• Terri Ares (FPC Chair)  
  2020-2021
• Vacant (CHHSN)  
  Sp2021-2022
• Jessica Federman (CBAPP) Sp  
  2021
• Joanna Kimmitt (Library)  
  2020-2022
• Alexis McCurn (NBS)  
  2019-2021
• Chris Webb, (Coaching)  
  2019-2021
• Molly Lancaster (NTTF)  
  2020-2022

• George Vinovich (CAH)  
  2020-2021
• Susan Porter (COE)  
  2020-2022
• Open Seat (CEIE)  
  2020-2022
• Katie Johnson (Counseling)  
  2020-2021
• Ex-Officio: Cheryl Koos,  
  FAD
• Ex-Officio: Iyad Afalqa  
  CFA