

**FACULTY PERSONNEL COMMITTEE
AGENDA**

**Friday, September 16, 2016
Room 630T Haaren Hall
9:30 am-1:00 pm**

Closed Business 9:30 am

FPC REVIEW COMMITTEE A 9:30 am – 9:45 am

- I. Fellowship Leave
Vote (slate vote by disciplinary review committee)**

FULL FPC COMMITTEE 10:00 am – 1:00 pm

- I. Welcome
Introduction of New Members**
- II. Initial Appointments
Vote (slate)**
- III. Fellowship Leave
Vote (votes on slates put forward by review committee)**

Meeting Open to the Public 11:00 am – 1:00 pm

- I. Discussion of Appeals Process**
- II. Faculty Personnel Process Analysis of Outcomes**
- III. New Business**

Fall 16 FPC Meetings

**Full FPC Friday, December 9, 2016
FPC Review Committees Friday, October 14, 2016 (1st meeting)**

Notes:

FACULTY PERSONNEL COMMITTEE

September 16, 2016

Room 630T (Haaren Hall)

Open Meeting Minutes

as APPROVED at the 12/9/16 FPC Meeting

Open Meeting called to order at 11:05 AM

Non FPC Members in attendance: Ned Benton (PAD), Allison Pease (ENG), and Marjorie Singer (Office of Legal Counsel)

I. Appeals Process

- a) Review of journey to current appeal process.
- b) Question: Should FPAC vote on appeals given that members of the Appeals Panel serving on FPAC are not members of the FPC.
- c) Concern raised over summer 2016 regarding JJCJC charter and CUNY bylaws as they pertain to FPAC
- d) FPAC does not violate substantive right of faculty to appeal to the President
- e) Recommendation (JT): To keep the current structure and process, adding a step to the decision process in which the FPC ratifies FPAC decisions this year only while simultaneously reviewing the appeal process for possible changes for the next academic year. This would be a temporary fix.
- f) Alternative is to keep current process without any change and to discuss possible changes for next year.
- g) Floor open for questions/observations
 - o Extremely upsetting to faculty if process changes substantially, particularly for those currently going through the process. Whatever we do, we must allow time to review, discuss, rewrite circulate and publish whatever changes we make.
 - o How do we prevent ratification from becoming a de novo review? The ratification vote would be in deference to the FPAC.
 - o Expand composition of the FPC committee
 - o CUNY consulted (Rick Schaffer), agreed telephonically that there was a problem and agreed with initial solution of the ratification vote
 - o Recommendation to not change process
 - o Adding second year of data on how the Appeals process has an impact on outcomes would help in our decision-making
 - o Clarification of President's proposal (ratification)
 - o Ratification vote would occur on the same day as the appeals committee vote. FPC would convene to review and ratify that day's FPAC votes.
 - What are the logistics involved

- Feeling this is a step back to previous process
- In lieu of a ratification vote, suggestion to adopt action minutes (of all minutes related to that year's actions) as a recommendation to the President. This would not change the process.
 - Would we have to wait to inform the candidates of the decision of the committees if we have to wait for the action minutes?
 - Minutes cannot be adopted electronically for confidentiality so FPC would have to convene for this purpose
- No change should be made at all because there is actually no issue with the current process. There is nothing in the Charter that speaks to how appeals are to be conducted.
- Threshold question – Is there a problem? What is it?
- Clarification: The issue raised is that non-members of the FPC are voting on cases and participating in recommendations to the President.
 - Can the Appeals Panel become limited purpose members of the FPC? This would be a JJCCJ bylaws change, not change to the Charter.
- Agreed to do nothing today, take today's discussion as advisement, JB convenes a small group to review the issues and to create a proposal to circulate to the FPC committee and discuss. Any changes would be prospective. Email JB if volunteering to join the subcommittee.

II. Analysis of Outcomes (Faculty Personnel Process)

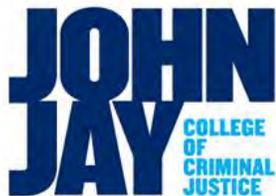
- a) Suggestion to remove promotions from the discussion and analysis of all actions as they do not have the same implications as reappointment or tenure.
- b) 8 year look-back
- c) Annual update
- d) This is not a cohort analysis; it addresses the impact of the promotion and tenure process for those going through it.
 - Can we conduct a Cohort Analysis? Future project (KB)
 - Can we provide a breakdown by gender and racial identity of faculty denied
- e) Data suggests that we hire well, nurture faculty and retain our faculty.
- f) Provost Office wants to share data with faculty. What is the best way?
 - Intranet
 - Email communication with attachment
 - Added note as to the genesis of the document and JB's thoughts on the data
 - Chairs may share the document with faculty during upcoming departmental meeting.
 - Curiosity about how the data will be perceived by faculty
- g) Given the new two-year and three-year adjunct appointments, will FPC review adjunct appointments/reappointments. No, these decisions will remain within the department. Those appeals would go straight to the union.

III. New Business

- a) Jim Cauthen – looking at streamlining process for the reappointment, promotion and tenure. Particularly the 1st, 2nd, and 3rd reappointments that are pro forma. How should we address?

- b) Reduced Form C for 2nd and 3rd year
 - Potentially revise form to make it more helpful for faculty (Allison Pease volunteered to consider).
 - Self-evaluation becoming the central piece
- c) What are other CUNY institutions doing?
- d) How can we help reduce junior faculty anxiety?
- e) Stress to Chairs the importance of the Annual Evaluation
- f) Should be streamlined only for tenure track. Lecturers have a shorter clock. Teaching is paramount. Need evidence annually.
- g) Faculty voice needs to remain in the process, that may manifest in the way of goals statements which can be embedded in the chair's annual evaluation
- h) Investigate feasibility of two-year initial appointments.
- i) Recommendation –
 - Creation of a subcommittee to discuss and clarify teaching, scholarship, and service for reappointment, promotion and tenure
 - future discussion

Meeting adjourned at 12:29pm



**FACULTY PERSONNEL COMMITTEE
AGENDA**

Friday, December 9, 2016
Room 630T, Haaren Hall
9:30 am-1:00 pm

Meeting Open to the Public 9:30 am – 11:00 am

- I. Welcome**
- II. Approval of Minutes**
- III. Pre-Tenure Review**
- IV. Form C Revision**

Executive Session – Full Faculty Personnel Committee 11:15 am – 1:00 pm

- I. Update on FPC Actions**
- II. Fellowship Leave**
Vote on recommendation put forward by review committee
- III. Professor Emeritus - Special Case**
Vote

Spring 2017 FPC Meetings

Full FPC/Faculty Personnel Appeals Committee	Friday, February 10, 2017
Faculty Personnel Appeals Committee	Friday, February 24, 2017
Faculty Personnel Appeals Committee	Friday, March 10, 2017
Full FPC	Friday, April 7, 2017
Full FPC	Friday, May 5, 2017

Notes:

FACULTY PERSONNEL COMMITTEE

December 9, 2016

Room 630T (Haaren Hall)

Open Meeting Minutes

as APPROVED at the 2/10/17 FPC Meeting

Open Meeting called to order at 9:37 AM

Non FPC Members in attendance: Allison Pease (ENG)

President unable to attend meeting; meeting chaired by Provost Bowers.

I. Updates from last meeting (9.16.16)

- a. Two- year appointments not an option, checked with CUNY (the union will not approve) college will retain one-year appointment. Perhaps discussing streamlining process and application in spring 2017
- b. Concerns about appeals process- small committee met, recommended to do nothing as no change was necessary. EM- changes would not create major impact, but it would be perceived as a change, it is best to wait until after current cycle
- c. Six appeals in Spring 2017 – 2 cases a meeting (3 meeting dates to review). Plan to attend. Instructions and appeals assignments will follow by the new year (after the holidays).
- d. Clarify appeals process (committee has question about assignments and instructions) – KB will send and clarify.

II. Approval of Meetings

- a. Motion called and seconded
- b. Unanimously approved

III. Proposal to change timeline to pre-tenure review

- a. At the suggestion of the deans; the reviews come later than CUNY suggests; candidates expressed concern with lack of time to implement recommendations
- b. No changes to the materials being reviewed first 3 years of service. Memo is entered into the file at the same time. Dean's review does not being after the annual evaluation conference.
- c. Changes include the scheduling of the dean's timing.
- d. Feedback – (JC) – timing before the file closes in September. Candidates concerns for incomplete files being reviewed. (AL) Review begins earlier, but it is not completed until fall, which is after the file close date. This provides Deans more time to conduct a thorough review of candidates. (RB) sharing Faculty Senate's feedback (handout shared with committee). (RC) Supporting of an early reading of candidates that submit completed files earlier, perhaps added a "check box" to permit candidates to provide notice that they are ready for a review. (JH) what happens if someone receives a non-reappointment and the dean provides guidance for tenure (AL – confirms the dean's review is meant to be an independent review). (VA) make sure the dean that reviews the candidate should

not be on the faculty's review committee. (EM) We either move to spring of 3rd year or start after the 3rd form C. (AL) Suggests the pre-tenure review begins mid-September after the 3rd file closing. (DB) supports the later due date, but the early reading in the summer gives more time to review the files giving the load of the deans more manageable.

- e. Summary suggestions– (JB) moving the file review until after the close of the 3rd form c in September; the dean will not review a faculty that is assigned to their review committee; move up the review just one semester; including the feedback and considering the later due date requested by the deans; taking comments under advisement and adjust the proposal/timetable and return to committee at the February 10, 2017 meeting.

IV. Changes to the Form C – Allison Pease

- a. Background/goal - arose from form c workshops, there lacked clarity to line 15, will help candidate and reviewers
 - i. Open to removing given feedback and pushback
 - ii. Feedback – (AC) supports the detailed/structure. (JC) Great intention; implementation problematic. Micromanages the information candidates have to submit. Supports the change in the question.
- b. Background/goal for mentorship portion- COACHE survey, making it more visible
 - iii. Feedback- (JC) clarity needed about “formal advisee” are faculty expected to keep a formal log and tracking. (BL) Quantifying and qualifying mentorship can be problematic.
- c. Overall feedback – (AK) Elimination of the Form C and strongly opposes proposal. (LS) Library not included in the new proposal. Statement from library read that includes the work and support of the library. Will forward statement to Provost for review and inclusion. (RS) Faculty Senates resolution – opposes. (DB) overly preferences faculty with majors or undergraduate programs due to the nature of the programs. Adjusting the language to address the perception that these suggestions are not mandatory.
- d. Summary of Suggestions- (JB) consensus against the bulleted lists (perhaps make them suggestions – EM); change language to questions line 15 and 16. (JJ) Combine both 15 and 16. (AM) Line 16 request “evidence” and that can become prescriptive. AP will revise and come back.

Open meeting adjourned at 10:48am



**FACULTY PERSONNEL COMMITTEE
AGENDA**

Friday, February 10, 2017
Room L.61, New Building
9:30 am-1:00 pm

Meeting Open to the Public 9:30 am – 10:30 am

- I. Welcome**
- II. Approval of Minutes**
- III. Pre-Tenure Review**
- IV. Form C Revision**
- V. Addition to Faculty Personnel Process Guidelines (Statement Regarding Librarianship)**

Executive Session –Faculty Personnel Appeals Committee 10:30 am – 1:00 pm

- I. Appeals Case #1**
 - a. Deliberation**
 - b. Vote**

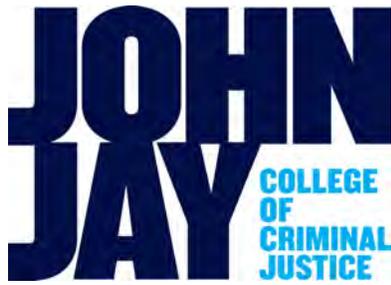
- II. Appeals Case # 2**
 - a. Deliberation**
 - b. Vote**

Spring 2017 FPC Meetings

Faculty Personnel Appeals Committee
Faculty Personnel Appeals Committee
Full FPC
Full FPC

Friday, February 24, 2017
Friday, March 10, 2017
Friday, April 7, 2017
Friday, May 5, 2017

Notes:



FACULTY PERSONNEL COMMITTEE
February 10, 2017
Room L.61 (New Building)

Open Meeting Minutes
as APPROVED at the 4/7/17 FPC Meeting

Open Meeting called to order at 9:39 AM

Non-FPC Members in attendance: Allison Pease (ENG)

- I. Approval of Meetings
 - a. Motion called and seconded
 - b. Unanimously approved
- II. Proposal to change timeline to pre-tenure review
 - a. Provost Bowers summarized discussion for the last FPC meeting, 12/9/16.
 - b. Two revisions: (1) reviews begin in fall, after the file has closed and (2) dean does not review a faculty assigned to their review committee.
 - c. Motioned called and seconded
 - d. Unanimously approved
- III. Form C Update - Allison Pease
 - a. Summarized initial proposal and proposed revision to items 15 and 16.
 - b. Discussion: (JC) Evidence of teaching item 15 should end at "teaching effectiveness". (JB) suggesting extending and including "efforts to improve teaching". (AM) In favor to have mentoring emphasized to highlight/underscore the work of faculty. (AK) request to add "assist with internships" (referencing the FPP Guidelines). AP clarifies this proposal is about the Form C not the guidelines. (AC) what do we want to see emphasize? Cutting sentence at "teaching effectiveness" because it will give faculty opportunity to share what is applicable. (AP) Keep item 15 as is, edit to end at "teaching effectiveness" and eliminate item 16 or keep item 15 as is and keep item 16. (JB) emphasize need to demonstrate assessment and activities faculty participate in, shared information about middle states concern/discussion. (JT) editing suggestion "...teaching effectiveness AND efforts to improve teaching.", there should be an ongoing process of efforts to improve teaching.
 - c. Proposed Amendment
 - i. Item 15 – Amended - "...teaching effectiveness AND efforts to improve teaching." Item 16 remains as proposed
- IV. Statement Regarding Librarianship Librarian statement – Larry Sullivan
 - a. Form C items 15 and 16 do not provide library faculty to demonstrate their qualifications. The proposed revision is consistent with CUNY Bylaws.

- b. Motioned called and seconded
- c. Unanimously approved

Open meeting adorned at 10:09am



**FACULTY PERSONNEL COMMITTEE
AGENDA**

**Friday, April 7, 2017
Room 630T, Haaren Hall
9:30 am-1:00 pm**

Meeting Open to the Public 9:30 am – 12:30 pm

- I. Welcome**
- II. Approval of Minutes**
- III. Faculty Personnel Process Outcomes**
- IV. Adjunct Professor Emeritus Policy**
- V. Distinguished Professor Nomination Process**
- VI. Faculty Senate Statement on Faculty Personnel Process**
- VII. Appeals Process**

Spring 2017 FPC Meeting

Full FPC

Friday, May 5, 2017

Notes:

FACULTY PERSONNEL COMMITTEE
April 7, 2017
Room 630 (Haaren Hall)

Open Meeting Minutes
as APPROVED at the 5/5/17 FPC Meeting

OPEN MEETING CALLED TO ORDER 9:37 AM

Non-FPC members in attendance: Ned Benton (PAD), Allison Pease (ENG)

- I) Approval of Minutes:
 - a. Motion to approve called and seconded
 - b. Unanimously approved

- II) Faculty Personnel Process Outcomes (Provost Bowers):
 - a. Provost's report reviewed, Provost JB confirmed the following:
 - outcomes for 2016-2017 are consistent with prior years
 - Reports will continue to be generated, shared with faculty and posted to Faculty Services website
 - Low rate of appeal suggests evidence of good hiring and nurturing.

- III) Adjunct Professor Emeritus Policy (Provost Bowers)
 - a. Revisiting discussion from previous meeting, CUNY indicates this is allowable. Does the committee want to proceed with this distinction? What are the requirements?
 - b. Discussion, question, concerns and clarifications:
 - Question: How many faculty would meet the criteria (LK)? Nationwide this seems to be an exception.
 - Question: What is done at other CUNY schools? What is done outside of CUNY at other schools? What are the current standards in process for full-time? More information needed (JC).
 - Clarification: FPPG does not state "full time"; if adjunct emeritus policy is adopted, revision to FPPG is required. Suggestion: "Exception" list expanded to list "adjuncts" (JB).
 - Adjunct Faculty should submit letter to department P&B explaining the reason for their request (AM).
 - Concerns: We must be mindful of the creditability of the title associated (EM/JB). FPC does address the adjunct personnel review process and that is a concern with bestowing the title of Emeritus (JT).

- c. Proposal to gather more information withdrawn (JC). Committee unanimously agreed to keep process and policy the same.

IV) Distinguished Professor Nomination Process (Provost Bowers):

- a. Continuation of 4/07/17 meeting agenda item. How do nomination/cases come before the FPC? Provost Bowers summarized current JJ DP nomination process. Provost and President review the candidate's CV, speak with the candidate; both are required to write the nomination letters. Provost also described the CUNY review process and what materials are provided for CUNY review. There was concern that an external body does not review nominations before the case is brought to FPC – e.g., a committee comprised of current DPs to advise the FPC (Advisory Review Committee of DP or a subcommittee of the FPC).
- b. Discussion:
 - As a matter of practice the President and Provost informally prescreen interested candidates and find it has been helpful to candidates. Inclination to leave things where they are (JT).
 - Clarification: Total number of DPs appointed allocated across CUNY; numbers are not allocated by campus (JB, JT).
 - DP distinction is not as clear as other ranks. Reviewer should combine the expertise of the discipline and an individual who has a clear understanding of the DP distinction. Not in favor of a new committee to advise on DP recommendations (AM).
 - Advisory committee composed of DPs can play a role in the screening process, can improve the quality of the process, advise re trajectory of one who wants to ascend to DP (EM).
 - Clarification: FPC sees the case after the Dept. P&B and Provost/President reviews and with the nomination letters (JB).
 - Concern: BOT upset with gender and ethnic representation. Current pool of DPs tend to represent specific demographic; calling upon them to serve as advisory/review committee would perpetuate lack of diversity in DP candidates – a deep concern (JB, DB)
 - Clarification: DP reviews must occur every 5 years and information about the reviews are forthcoming (communication from KB).
 - Restatement of Options: Draft a policy statement for insertion in FPPG to reflect DP advisory committee review prior to Presidential support of nomination (II.J.4) OR keep things the way they are (JT).
 - Suggestion: Insert in II.J.1 Initial conversation – >DP Advisory Committee reviews with exception to DP upon hire (EM).
 - Concern: DP committee is appearing to be both mentoring and advisory – problematic. They should be separate (AL)
 - Clarification: DP criteria calls for productivity and impact on the field, which is why the external evaluator letters are important (JB).
 - Perhaps a nomination process by which faculty receives a nomination letter from a tenured full professor (AM).
 - No external evaluation before department reviews. Perhaps it should start with an external evaluation/assessment first (DS).

- Perhaps a pre-assessment process for those who are not self-nominating is needed? The current process lends itself to those who are the most active and pursuer “self-promoters” (JT).
 - The current process is fine, but an advisory committee to review files and identify certain markers could serve as a good screening group (HP).
 - Recommendation: Draft policy proposal to establish a “committee of...,” position the committee as a step before formal nomination, discuss committee composition (DP only? A mixed group of DPs, disciplinary members and race /gender diversity?)(JT).
 - Consider inclusion of external person in that field for feedback (DB). Examine the external letter solicitation process; who selects the 10 evaluators? (LP) Advisory Committee could comprise DPs, Deans and another administrator or faculty (EM). AP to Provost as an appointed person to the advisory committee (BD)
 - Full Professor mentoring suggested (L)
 - There should be a separate group that solicits or nominate; no self-nomination (JC).
- c. Committee is advisory. Revisit at 5/05/2017 meeting. EM will assist in creating draft policy document for discussion (JT).
- V. Faculty Senate Statement on Faculty Personnel Process: (Ned Benton, representing Faculty Senate)
- a. NB provided background re the generation of the Statement. Statement addresses concerns identify by the concerns by members of the Senate. Acknowledges FPC is working on some of the concerns.
- Could FPC make information available via the Faculty Senate Chronicle (JT)? NB agreed that would be fine. Those who are affected by the decision should have opportunity to participate either via sending comments or some other mechanism. Some schools have a governance website/page.
 - The two- reading rule used by UCASC could be applied; clarification of the rule required (JB).
 - The two-reading rule would necessitate more meetings (LP).
 - Progress has been made because FPC is now open when it was initially always a closed meeting. The open meeting segments was a major step in transparency (EM)
 - Agendas posted well in advance of meeting; FPPG guidelines revisions were published well before the next FPC action review process; publishing outcomes; we can do the cohort analysis; the gender and race report is not information available to this; CUNY has indicated we cannot create department/discipline-specific criteria with exception of Library, Journalism and Counseling. Revising service and teaching balance and will be carried on with next Provost (JB).
 - Item 6 requires a holistic discussion about the role of service in faculty (EM,AC, JT)
 - Item 6 will be more about changing habits versus formulating criteria (JJ). Item 6 Teaching and Service balance. Progress made on teaching but not much has been made on defining/recognizing/balancing and fine tuning service requirements. Holistic discussion required to continue this work (JT).
- b. Invitation to draft a response to the Faculty Senate; anyone on the committee is welcomed to work with President and Provost. To be presented at the May 5th meeting

VI. Appeals Process:

- a. Unresolved question from fall 2016 and Faculty Senate Statement, item 5 re the Faculty Personnel Appeals Committee composition. Subcommittee assigned to review (Evan Mandery, Jim Cauthen, Jane Bowers, Marjorie Singer) determined appeals process was not in violation of College Charter or Bylaws (JB)
 - History of how FPC got to current process. Best practice would be to adjust JJC Bylaws of the Charter, to maintain current appeals process as we go through that process (EM).
 - Provost reads summary statement sent by EM in October 2016 JB
- b. To be revisited at next and last meeting (5/5/17). Obtain legal view and determine if an item should be written to add the bylaws (JT).

OPEN MEETING ADJOURNED 11:52 AM



**FACULTY PERSONNEL COMMITTEE
AGENDA**

Friday, September 15, 2017
Room L.61, New Building
9:30 am-1:00 pm

Meeting Open to the Public 9:30 am – 12:00 pm

- I. Welcome**
- II. Approval of Minutes**
- III. Revision of Distinguished Professor Nomination Process**
- IV. Service at John Jay (FPPG section III.E)**
- V. Discussion - Response to Faculty Senate Statement**
- VI. New Business and Announcements**

Executive Session – Full Faculty Personnel Committee 12:15 pm – 1:00 pm

- I. Initial Appointments (Fall 2017)**
 - Slate vote on initial appointments
- II. Distinguished Professor Nomination**
 - Vote on recommendation put forward by Departmental P & B

Fall 2017 & Spring 2018 FPC/FPAC Meetings

Full FPC	Friday, December 8, 2017
Full FPC/Faculty Personnel Appeals Committee	Friday, February 9, 2018
Faculty Personnel Appeals Committee	Friday, March 2, 2018
Faculty Personnel Appeals Committee	Friday, March 9, 2018
Faculty Personnel Appeals Committee	Friday, March 16, 2018
Full FPC	Friday, April 13, 2018
Full FPC	Friday, May 4, 2018

Notes:

FACULTY PERSONNEL COMMITTEE

May 5, 2017

Room 630 (Haaren Hall)

Open Meeting Minutes

as APPROVED at the 9/15/17 FPC Meeting

OPEN MEETING CALLED TO ORDER 9:35 AM

Non-FPC members in attendance: Ned Benton (PAD), Allison Pease (ENG)

Meeting Chaired by Provost Bowers

I. Welcome

Provost read President's note to Committee, expressing thanks for work done over the years.

II. Approval of 4/07/17 Open Meeting Minutes

BL proposed; JG seconded; unanimously approved

III. Revision of Distinguished Professor Nomination Process

Provost reviews draft history; objection raised in 4/07 meeting regarding potential lack of diversity. Provost suggests that this is a larger College-wide problem –recruitment, retention etc. Provost reiterates that currently just the President and Provost review DPs, and that's not enough. Draft Proposal under review would address that concern

Discussion:

Question: What would stop panel as proposed from cloning themselves? -- diversity issue redux (JA).

- Incoming Provost plans development training w/chairs regarding hiring and retaining faculty (AL); Provost agrees this would address larger issue.
- Composition of panel - include non DP faculty (SB). Language related to composition of panel should be used as a guideline, amended to allow for case by case considerations (JH)

Concern: EM identifies 2 different processes: (1) thumbs up/ thumbs down and (2) diversity. Doesn't love hand selecting panel. Draft works as is but suggests amendment to ensure that the advisory panel includes a strong representative for all kinds of diversity.

Clarification: Would this process apply to faculty up right now (BL)? No, grandfathered in (Provost).

Clarification: Is there an appeals process appended to this (BL)? No there is no right of appeal at any level; DP is a distinction not a right. Provost reviews current process and bottom-up

criteria for DP. Advisory panel adds more voices to what already works; provides helpful validation of Provost/ President's decision.

Suggestion: Current draft is good, but suggested amendments go from one extreme to the other. Could advisory panel include a member of candidate's departmental P&B to provide context? Could P&B member serve as expert witness? Provost reminds that P&B is already part of initial review, provides departmental vote on action.

Suggestion: Leave composition of advisory panel open, as long as it includes 3 DP as written (HP). AM withdraws his suggestion in favor of this.

Concern: What happens during FPC when discussion takes place and something comes up the President should have known? Why go through entire process to get to FPC and then be shot down (JC)? Provost responds that FPPG dictate this order of review (although we haven't already followed). Provost recall case where nomination was positive but actual case vote was negative -- So what is the role of the FPC? JC suggests that a pre-FPC level vetting committee should help to prevent that scenario.

- At the end of the process FPC mirrors other Personnel processes (AL); No –not after 10 evaluation letters (JC)

Friendly amendment proposed (HP): "shall appoint an advisory committee that includes DP faculty"

Suggestions:

- shall appoint and consult advisory committee includes DPs (EM)
- clarify merits of the case to the merits of case, relative merits of the candidate in comparison to other potential candidates, and institutional needs/priorities including but not limited to diversity (EM)

Comments: We don't know a DP when we see one; EM's second suggestion is helpful in clarifying criteria (AM). Provost reminds that criteria are clearly spelled out in the FPPG and questions how panel could speak to merit relative to other candidates.

Provost accepts HPs friendly amendment regarding inclusion of DP faculty and EM's amendment without the relative merit clause, but retaining institutional needs and priorities, including but not limited to diversity.

Question: As written, it's unclear whether the panel would be establishing institutional needs/priorities or assessing the case in the context of institutional needs/ and priorities – what are we proposing (AC)

- EM: panel should establish identify
- Provost: should not establish identify; assessment in case in the context of

Extended discussion regarding the role and composition of the advisory panel. Provost calls for vote on the current draft with the following friendly amendments to section II.J.3:

- Advisory committee appointed by Provost comprises full-time faculty, including Distinguished Professors.
- Provost and Advisory committee will make independent assessments of the merits of the case within the context of institutional needs and priorities.

Show of hands, draft with friendly amendments is adopted (29-1-0).

IV. Review and Feedback on Response to Faculty Senate Statement

JB walks through draft response under review.

Item 1: The FPC will be addressing the following changes this year. Changes are shared early and publically.

Item 2: Rationale for rejecting cohort analysis explained. Protection of candidate confidentiality.

Question: Did Faculty Senate request demographics by department? Without understanding context, this info would not be informative (DB). Provost is willing to add point - referral to Chief Diversity Officer (CDO).

Suggestion: Long term assessment would remove identifiers (AL). We could agree to conduct long term assessment of impact of FPC actions on faculty (Provost).

Question: what does diversity mean/encompass? Disability, age? This could be problematic in protecting confidentiality, etc. (SB). Provost agrees confidentiality is key; AL suggests CDO is the right venue.

- *NB, President Faculty Senate:* Cohort analysis, if you group cohorts for past years, you have a large enough N to protect individuals, and then you just add on. Agrees that CDO is the right party; they already issue this kind of report.

Item 3 and 4: JB recaps history of discussion, and input from Legal Counsel. JB acknowledges that based on most recent input from Legal Counsel, FPC may have implemented changes prematurely. The big questions: (a) can we do what we've already done? and (b) Are these changes substantive? Legal Counsel to review and pursue clarification, to be continued in Fall 2017.

- Changes are already reflected in the FPPG (NB); those revisions would have to be removed if changes made prove to be unauthorized (Provost).

Item 5: Provost shares Legal Counsel's request to review and revisit. Follow up in Fall 2017, but no changes to appeals process for Fall 2017-Spring 2018 appellants. Any changes would be implemented 2018-2019

Comment: Formal Assessment needed for appeal process already in place what's already been done – something beyond discussion.

Clarification: Legal to confirm what we have been doing is legal; legal to confirm what we can do going forward (HP)? Provost confirms.

Item 6: Provost considers this as a much bigger picture than can be resolved by FPC independently. We are committed to (re)solving, but we can't do it alone. Should be on the College's agenda.

Provost calls for vote re approval of draft; by show of hands, unanimously approved.

OPEN MEETING ADJOURNED 10:55 AM