2018-2019 Year-End Committee Report Form

Committee: Professional Standards

Chair: Kenneth Peter	**Chair-Elect for 2019-2020**: Kenneth Peter 924-55562 0119 Kenneth.peter@sjsu.edu (Please include phone/zip/email if available)
Number of Meeting held: 18	

Items of Business Completed 2018/2019

1. SSR and Policy Proposal (Vetoed) on Information Privacy

2. Anti-Bullying Resolution.

3.Revised policy on Direct Instructional Obligations

4. Amendment clarifying provenance of RTP Late Add Guidelines and prepared new guidelines

5. Disposed of numerous official referrals, several inquiries about RTP, and several sets of department guidelines.

Unfinished Business Items from 2018/2019

1. Revision of Lecturer's Policy

2. Revision of BAFPR policy

New Business Items for 2019/2020

1. Pursue oversight over "training" of RTP committees.

2.

3.

Please return to the Office of the Academic Senate (ADM 176/0024) by June 4, 2019.

Meeting 19: May 7, 2018
Clark Hall 445, 2:00-3:00 PM

Present: Jessica Chin, Armani Donahue, Stephen He, Michael Kimbarow, Roxana Marachi
Alison McKee, Kenneth Peter, Brandon White

1. Meeting was call to order at 2:00pm and minutes of April 23rd were approved

2. Updates: All three Professional Standards policies passed the Senate (GRIF, modification of period for the "mini" reviews, and Awards policies. These three join the Academic Freedom policy awaiting the President's review. In total, there are four policies awaiting approval.

3. Review of Teacher Education Guidelines
   Recommended revisions are as follows:
   a. The final version needs to have the date and vote on the front page.

   b. Service section is brief and written with general language that does not add specificity intended for supplemental guidelines (especially compared to the earlier two sections for Teaching/Scholarship). This section would be improved if described in more detail- or the department may consider not including at all if it doesn't add more substantively to the current Service guidelines. If revised, department may want to indicate that because of the nature of its mission, deep service to community and profession is highly valued and/or to highlight more specifically the various *kinds* of community and/or professional service that should be acknowledged. What would constitute excellent, good, or baseline service, in ways that are otherwise not measurable?

   c. Additional detail in the following areas would strengthen the guidelines.
      i. It would be helpful to have an example of what is meant by "curricular product" (line 11 of Section II). If reviewers are unfamiliar wim ⌞ Ν Ḡ ^ Ḡ ^ ḣ ɜ ɸ ϰ "baseline", "good" or "excelle can the department communic *quality* of those accomplishm
      ii. Clarify what is meant by "- nd paragraph and n E document where it may be- l ɜ ʊ m M ɜ ɸ
      iii. Consider stratifying bullet M ᴀ ʊ ɹ m M ᵀ l ɣ m ʊ ᴀ ɹ M and excellent k p ᵀ l ʊ ɹ for greater communication about their relative weight in consideration for outside reviewers. While it may be clear to teacher educators what "curricular M ᴰ ᴀ ɕ ᵠ ɣ m ᵀ ï M ᴀ ᴰ M ᴀ m ϰ l ᴰ nḠ] - ᴀ m M ƙ l M apparent to reviewers so t] ore specificity t] vided, t] ro better.

d. External peer-review. If bulk of scholarly work is not externally peer-reviewed, faculty may request for this to be done. If faculty member does not request, then consider allowing committee be able to request external peer review. Independent, external review of non-peer reviewed work would strengthen the guidelines and be helpful to both candidates and reviewers.

A motion was made, seconded, and voted on (unanimously) to approve the Teacher Education guidelines with the following contingencies that

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Meeting 1: August 27, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat B: Chin

1. Call to Order
2. Introduction of members
    a. Continuing members: Jessica Chin, HHS; Steven He, Business; Alison McKee, H&A; Kenneth Peter, COSS
    b. New members: Anil Kumar, Engineering; Nyle Monday, General Unit; Shelley Cargill, Science; Tabitha Hart, COSS (2); Sarah Rodriguez, Associated Students.
    c. Vacancies: College of Education, AVP for Faculty Affairs.
3. Approval of minutes
    a. of May 7 (Marachi) (Only continuing members vote on approval)
4. Carry over business from AY 2017-18
    a. The revised Academic Freedom policy, which also created an academic freedom committee, was passed unanimously by the Academic Senate on April 9, 2009. It still awaits Presidential action. It has neither been signed nor returned (vetoed.) We had planned a reform of the Board of Academic Freedom and Professional Responsibility but this cannot begin until we know the fate of the Academic Freedom Policy, which was an integral part of the reform.
    b. An Information privacy policy was passed to replace the obsolete F97-7 by the Senate on April 10, 2017 with no dissent. It was returned with a veto message on April 20, 2018. The veto message, the policy that was vetoed, and a revised policy recommendation which would conform to the veto message are attached. We need to decide on the next step to take given the impasse.
    c. Faculty bullying. The committee last year began research on the problem of faculty bullying, with a consensus that the first step in dealing with this problem is to raise campus awareness through a thoughtful, well researched Sense of the Senate resolution. Alison McKee led the subcommittee doing the research.
    d. Bernier referral. A respected faculty remember has proposed (see memo) that we reform College RTP committees by requiring that the department representative be recused from participating or voting on that department's candidates. We need to respond one way or the other.
5. New referrals for AY 2018-19
    a. PS F18-1 regarding S12-2 that make

Meeting 3: September 24, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat G: McKee

1. Call to Order
2. Approval of minutes of Sept 10 (He)
3. 2:00 Time Certain Library Guidelines Discussion
4. Consideration of Policy Recommendation on Information Privacy for Final Reading
5. Consideration of Sense of Senate Resolution on Information Privacy for Final Reading: Algorithmic Transparency and Accountability?
6. Discussion of Bullying report (McKee)
7. How is Faculty 180 implementation going?
8. Outstanding referrals for AY 2018-19 (bolded as priorities?)
    a. PS F18-1 regarding S12-2 that makes the AVPFA the custodian of personnel records, now that there is no AVPFA
    c. PS F18-3 regarding F81-12 that requires faculty attendance at commencement.
    d. PS F18-4 regarding clarification of F12-6 where it refers to double sized sections in the teaching evaluation policy.
    e.
9. Adjourn

a. Issue of data ethics: where should it be inserted? Perhaps best incorporated in the Sense of the Senate resolution (SOS) as a strategic choice.

5. Consideration of Sense of Senate Resolution on Information Privacy for Final Reading: Algorithmic Transparency and Accountability?
    a. Two additional clauses on Information on information privacy in response to Senate feedback.
    b. Ken Peter will send forward for final reading at next Senate meeting.

6. Discussion of McKee's bullying document and possible next steps (in no particular order)
    a. Consider the need to balance the needs of academic freedom with the problem of bullying
    b. Clear definition of bullying required (even as bullying itself blurs boundaries)
        i. Existing language and definitions are present in some policies already adopted by other higher ed institutions.
    c. A Sense of the Senate resolution (SOS) that might call for any number of things:
        i. Study of best practices around bullying in higher ed
        ii. Resources to address bullying
        iii. Antibullying training
        iv. Conflict resolution training
        v. A study of bullying on campus (to what end, however?)
    d. Perhaps we need to revise aspects of Professional Responsibility policy in light of greater awareness of bullying?
    e. Revised board of Professional Responsibility might take on the issue of bullying, help figure out what role University Personnel might play.
    f. Ken Peter will contact Stefan Frazier to send out general campus call for any existing resources units and individuals may have to address issues of bullying.
    g. Ken Peter and Alison McKee will work on early draft of SOS.

7. How is Faculty 180 implementation going? (Interfolio bought it out)
    a. System isn't open most of the time.
    b. Send Shelley Cargill any issue with Faculty 180.

8. Unfinished Business: Outstanding referrals for AY 2018-19 (bolded as priorities?)

a. PS F18-1 regarding S12-2 that makes the AVPFA the custodian of personnel records, now that there is no AVPFA
b. **PS F18-2 regarding whether S96-2 (Direct Instructional Obligations) needs revision in light of contract language that may have chance since 1996.**
c. PS F18-3 regarding F81-12 that requires faculty attendance at commencement.
d. PS F18-4 regarding clarification of F12-6 where it refers to double sized sections in the teaching evaluation policy.
e. **PS F18-5 S10-7 Appointment and Evaluation of Temporary Faculty has sections that are obsolete under the new contract**.

9. Adjourn

Meeting 3: October 8, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat A: Kemnitz

1. Call to Order
2. Approval of minutes of Sept 24 (McKee)
3. Updates:
    a. Passage of Information Privacy resolutions
    b. Receipt of veto message on early tenure
    c. Receipt of veto message on academic freedom
    d. Issue: contractual prohibition of promotion candidates serving on tenure and promotion (but not retention) committees. See CBA 15.43 *In promotion considerations, peer review committee members must have a higher rank/classification than those being considered for promotion. Faculty unit employees being considered for promotion are ineligible for service on promotion*

Meeting 5: October 22, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat D: Nihendra

1. Call to Order
2. Approval of minutes of Sept 24 (Kemnitz)
3. Updates:
    a. Issue: contractual prohibition of promotion candidates serving on tenure and

October 22nd, 2005
Professional Standards Meeting

Meeting 5: October 22, 2018
Clark Hall 445
2:00-4:00 pm

Meeting called to order: 2:02 p.m.

Present: Jessica Chin, Steve He, Alison McKee, Kenneth Peter (Chair), Anil Kumar, Shelley Cargill, Sarah Rodriguez, Carl Kemnitz (Deputy Provost)

Absent: ?

1. Call to order 2:02 p.m.
2. Minutes of October 8 approved
3. Updates:

a. CBA 15.43
Seeking clarification on promotion candidates who may serve on Tenure-Promotion but not Retention committees – Ken revealed no response was received from CSU or CFA. He suggests getting red of this prohibition, given its archaic origin and discussed its relationship to potential conflict of interest.

b. Advisory memo on Peer Evaluation Procedures – Ken acknowledged that several lecturers have expressed thanks.

c. Bullying – Sense of Senate resolution
Ken updated group that new Title IX officer, ___ (name here), is a national expert on bullying and endorsed our work on this topic. She and CDO, Kathy Wong-Lau were reluctant to take on the topic under ODEI but are in support of our committee working on this.

Allison updated the group that she spoke with Christina Sabie at SFSU (Sabie has a background in conflict resolution. Allison updated group on SFSU approach and activities (includes workshops on bullying for faculty, staff and students; activity closely tied to Title IX activities and SFSU president is enthusiastically in support).

Seems necessary to finalize a definition of bullying for our work- group discussed what SJSU President Papazian's opinion is of our work – information presented by Ken that President Papazian will not be at senate meetings until February 2019. Ken shared that ExCom liked the idea of task force on bullying, coming out of PS efforts rather than our committee continuing to do much more work. This discussion preceded our group's review of the first reading of the Sense-of-Senate resolution.

Jessica questions whether current faculty contract supercedes this policy. Agreement to carry this discussion over to next meeting.

Meeting adjourned: 4:01 pm.

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3) Fall SOTES and other teaching materials. Normally, these materials should not be added late since they are unlikely to shift a pattern established through many earlier semesters, but should instead be saved for use in any subsequent reviews. If, however, a department or college level review recommends a negative decision based at least partly on teaching, then such materials become “pertinent” and may be included if the case is made that they show significant improvement over a prior pattern

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5. Range Elevation policy revisions

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6. Adjourn – 3:55 PM

Meeting 7: November 26, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat F: Monday

1. Call to Order
2. Approval of minutes
    a. of October 22 (Nihendra)
    b. of October 29 (Kumar)
3. Updates:
    a. Academic Freedom resolution to Provost for feedback (Kemnitz)
    b. Information Privacy resolution to President (Peter)
    c. Assigned Time for Exception Service to Students S15-1 (Peter)
4. Bullying: Redraft of resolution following first reading (McKee/Peter)
5. S96-2 (Direct Instructional Obligations) Redraft following first reading (Peter)
6. Referrals:
    a. PS F18-5 Appointment and Evaluation of Temporary Faculty
    b. PS F18-6 Staff Awards
    c. PS F18-7 Range Elevation Criteria
    d. Library Board unofficial referral: The Library Board would like Professional Standards' advice on recommending that department RTP guidelines include the following sentence:

        We encourage RTP committees to consider faculty work published in open access venues, while using discipline-specific criteria to evaluate quality, value, and impact.

        For comparison, this is what Polit

Meeting 7: November 26, 2018
Clark Hall 445
2:00-4:00 PM

Meeting called to order at

Present: Jessica Chin, Tabitha Hart, Steve He, Nidhi Mahendra, Allison McKee, Nyle Monday, Kenneth Peter (Chair), Anil Kumar, Shelley Cargill, Sarah Rodriguez, Carl Kemnitz (Deputy Provost).

Absent: None

1.

- At the recent Executive Committee meeting, it became apparent that the President was unaware of the work done on this and she expressed concerns.
- The suggestion was made that this be changed from a Senate Management Resolution to a Sense of the Senate resolution, as this puts the impetus for it back in the hands of the President, as was apparently the case at San Francisco State.
- Work was done to reword the document to make it into more of a request for the President to act
- Carl noted that the list of concerns

- In the meantime, Ken will work on the minor changes suggested in Sharmin Khan's referral.

b. PS F18-6 Staff Awards
    - At present there is no University-level award for outstanding staff members.
    - This has been brought up previously, but some in administration have indicated that this is outside the responsibility of the Senate, as it deals with staff rather than faculty, and must come from the President's office.
    - Since the Senate cannot craft this policy, it was suggested that a Sense of the Senate resolution be created to request that the President create such an award.
    - In the past, there has been discussion of the creation of a Staff Council, but this entity has never materialized.
    - As this was brought up with the President a year ago without any action being taken, Ken will send a friendly reminder to Jaye Bailey to see if this provokes action.
    - If not, the Committee will look into alternative routes.

c. PS F18-7 Range Elevation Criteria
    - See "a." above.

d. Library Board unofficial referral: The Library Board would like Professional Standards' advice on recommending that department RTP guidelines include the following sentence:

be given their due weight when being reviewed by RTP committees in the various departments on campus. This was a suggestion that this be codified into RTP guidelines to insure that faculty received proper credit for their work.

- Discussion took place regarding how this impacted or was otherwise concerned with Affordable Learning Solutions, the Scholarworks repository, and the like.
- It was expressed that this perception on the part of the Library might not be correct, and many departments do respect online publications.
- The suggestion was made that perhaps an educational campaign might be more appropriate than merely adding such a statement to RTP guidelines, and that perhaps the Library should conduct a survey for the various @ublicam ts to ascertain the actual state of awareness on campus.
- Ken will s d a summary of this feedback to the University Library Board for their consideration.

7. Meeting adjourned at 4:01

Meeting 7: December 3, 2018
Clark Hall 445
2:00-3:00 PM

Minutes to be taken by Seat H: Cargill

1. Call to Order
2. Approval of minutes
    a.

Meeting 8: December 3, 2018
Clark Hall 445
2:00-4:00 PM

Meeting called to order at 2:00

Present: Jessica Chin, Tabitha Hart, Steve He, Nidhi Mahendra, Allison McKee, Nyle Monday, Kenneth Peter (Chair), Anil Kumar, Shelley Cargill, Sarah Rodriguez, Carl Kemnitz (Deputy Provost).

Absent: Carl Kemnitz entered meeting at 2:50 PM

1. Meeting called to order at 2:00.
2. Minutes of November 26 approved.

3. Updates:
    a. Academic Freedom resolution to Provost for feedback (Kemnitz)
        No new information available
    b. Cami Johnson and Jonathan Karpf are scheduled to visit PS to discuss the Range Elevation referral on February 4, the 2nd meeting of spring semester.
    c. K Peter conveyed the substance of our conversation about the Library Board's suggested language on open access journals back to the Library Board.
    d. K Peter contacted the VP for Organizational Development and Chief of Staff to inquire about the creation of staff awards.

4. Bullying: Redraft of resolution for final reading (McKee/Peter)
    - Distributed draft widely, Mary Papazian responded almost immediately with "will get back to you"
    - Changed to sense of the senate resolution requesting president appoint a task force
    - The office of diversity has contracted for a campus climate survey to begin in spring 2019 and finish in fall 2019, there will be questions on bullying. This would dovetail nicely with the task force. Kathy has indicated that results are going to be transparent.
    - Discussion of putting resolution forward at next Senate meeting, the positive reception by Senate, forthcoming campus climate survey coupled with potential Presidential input all support putting this sense of senate forward
    - Document revisions discussed
    - Discussion of administrative steps that will be taken under the Resolved clause. Discussion of role of University Personnel. Decided that the task force will need to address these items.
    - Discussion of wording of current "services available"

- Motion to approve sense of senate resolution as modified on line 112, moved and seconded, 10-0-0 vote in favor, Kemnitz absent

5. Consideration of F12-6 language on exclusion of SOTES. See the last sentence of E4 and referral F18-4
    - Background of universal SOTES provided by K Peter
    - Discussion of removal of SOTES from one course per year dependent on stipulations in policy, discussion of last sentence of section regarding "double sized courses" where person is teaching the required number of WTUs but not the required number of units, discussion of using WTUs instead of units
    - Decided to amend policy by striking the last sentence of E4 and changing third sentence from "at least fifteen units" to "at least fifteen WTUs (equivalent of five 3 unit courses)". K Peter will prepare an amendment for January meeting.
    - Should formulate a way to notify colleagues of contents of this policy, also need a mechanism by which content can be removed from electronic dossier as per policy. This is a task that we could ask SERB to take on, communicating policies concerning teaching evaluation
    - Discussion of what constitutes double sized course. C Kemnitz offered: system definition 75 students gives GA/TA support, 120 students entitles you to double size

6. Current Disposition of this semester's referrals:
    a. PS-F18-1 concerning the AVPFA as custodian for personnel records; dealt with by Senate Bylaw permitting title changes
    b. PS-F18-2 concerning the Direct Instructional Obligations policy's obsolescence; final reading amendments on the way to Senate
    c. PS-F18-3 concerning archaic F81-4 on attendance at commencement; PS recommends waiting two years to see how SJSU's new commencement activities work out to determine an appropriate policy update.
    d. PS-F18-4 a request to consider clp ɹ ξ l ʻ ҽ Ŏ

- Everyone is encourage to become well informed about our policy and policies shared by Cami before the meeting.

7. Meeting adjourned at 3:12 PM

Meeting 9: January 28, 2019
Clark Hall 445
2:00-4:00 PM

Minutes to be taken by Seat I: Rodriguez (Backup seat A Kemnitz)

1. Call to Order
2. Approval of minutes
    a. of Dec 3 (Cargill)
3. Reports:
    a. Academic Freedom resolution to Provost for feedback (Kemnitz)?
    b. I have heard nothing more about the Information Privacy policy that is before the President.
    c. I have not heard more about the Staff award suggestion since I conveyed our suggestion to Jaye Bailey in December, who said she favored the concept.
    d. The President thanked me at the Holiday party for the Bullying Resolution. When I followed up at the January Excom she indicated it would be a project handled by her new Chief of Staff, who arrives at the end of the month. She indicated a willingness to receive suggest names for the task force.
4. Range Elevation Discussion. Cami Johnson and Jonathan Karpf are scheduled to visit PS to discuss the Range Elevation referral on February 4. Discussion to familiarize ourselves with S10-7, particularly section "V. Range Elevations.
5. Amendment to F12-6 language on exclusion of SOTES.
6. RTP referral: clarifying the descriptors in S15-8.
7. Adjourn

January 27, 2019
Clark Hall 445
2:00-4:00 PM

Meeting called to order at 2:00

Present: Shelley Cargill, Jessica Chin, Steve He, Carl Kemnitz, Anil Kumar, Allison McKee, Nyle Monday, Kenneth Peter (Chair), Sarah Rodriguez

Absent: Nidhi Mahendra

1. Meeting called to order at 2:00.
2. Minutes of December 3, 2018 approved
3. Updates:
    a. Academic Freedom resolution to Provost for feedback (Kemnitz)
        No new information available
    b. K Peter discussed names to suggest names for the Bullying Task Force. He will send suggestions to the presidentôs
4. Amendment to F12-6 language on exclusion of SOTES.
    a. Questions about the use of Academic Year were addressed with specific bold language to replace ñAcademic Yearò:
    ñPer é during
    .ò
    b. 9-0 approval
5. Range elevation
    a. LL range needs to be eliminated to conform to current contract
    b. Two pathways to get range elevation

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February 4, 2019
Clark Hall 445
2:00-4:00 PM

Meeting called to order at 2:00

Present: Shelley Cargill, Jessica Chin, Steve He, Carl Kemnitz, Anil Kumar, Allison McKee, Nyle Monday, Kenneth Peter (Chair), Sarah Rodriguez, Nidhi Mahendra

Absent: None

1. Meeting called to order at 2:00.
2. Minutes of January 27, 2019 approved
3. Updates: Review of S10-7, particularly with regard to Lecturer Range Elevation
    a. Visitor Cami Johnson, Acting Director, School of Management: Johnson expressed her concerns about the lack of guidance and mentoring given to lecturers, such that there is no support for how to apply for the range elevation. Johnson also expressed concern towards different eligibility requirements for each department. Some that lecturers teach in more than one department and submit materials for a range elevation derived from both departments to a single department when they apply. Is there a conflict? Other concerns pertain to the period of review and the clarity of it, to what kind of documents are needed, and timing of notification.
    b. Visitor Jonathan Karpf, Lecturer Representative, SJSU CFA: Karpf assisted when S10-7 was originally drafted. He noted that he provides range elevation workshops to prepare lecturers to apply, and noted that there could be a Chair workshop to assist Chairs, if there was demand. He emphasized the difference between RTP and range elevation—RTP grants vastly more significant benefits, with lifetime tenure, etc. He agreed that there are some places wehre the old policy could be updated to conform to the contract and to clarify a couple of ambiguous spots, but the policy has generally been working.
4. Adjourned at 3:56pm

Meeting 11: February 18, 2019
Clark Hall 445
2:00-4:00 PM

Minutes to be taken by Seat B: Chin

1. Call to Order
2. Approval of minutes
    a. of Feb 4 (Rodriguez)
3. Review of S10-7, particularly with regard to Lecturer Range Elevation
    a. Visitor 2:00 : Joanne Wright, Senior Associate VP University Peronnel
    b. Documents: S10-7, referrals F18-5, F18-7, Letter from James Lee (all same as lat time)
    c. Decisions: what to revise in S10-7
4. Revision F12-6 SOTE exclusion amendment for final reading
5. BAFPR membership change. (One idea: leaves BAFPR policy unchanged for now except for its membership, which has always been solely faculty and thus controllable with an SMR.)
6. Late Add criteria? I've received an inquiry as to whether policy or contract offers any guidance on the criteria for what may be late-added to a dossier.
7. Adjourn

Professional Standards Committee
Agenda

Meeting 12: February 25, 2019
Clark Hall 445
2:00-4:00 PM

Minutes taken by Seat C: He

1. Call to Order at 2 pm.

Presents: Kemnitz, Chin, He, Mahendra, Kumar, Monday, McKee, Cargill, Peter (chair), Raman, Rodriguez

2. Approval of minutes of February 18 (Chin)

3. Draft amendments, S10-7, related to Lecturer range elevation

It was mentioned at the executive committee that we are working on this issue.
The Provost is interested in it and would like to come to a PS meeting in the future.
The draft replaces the term "temporary faculty" with "lecturer".
The full description about the different levels of lecturers has been moved from the 'range elevation' section to the 'initial and subsequent appointment' section. The LL category has been deleted because it no longer exists.
The eligibility for range elevation should be adjusted to generally meet the requirements stipulated in contractual agreements to consider the current second way to become eligible and their changes in the future. Lecturers shall be informed of their eligibility.
Evidence of professional growth and development should support the evaluation of the assignment of the lecturer.
Regarding the levels of achievement, we need to have some criteria for progressing from A to B to C to D, but we shouldn't make it as elaborate as RTP.
Appendix A should be reorganized and revised.

4. Draft SMR, BAFPR membership change

The board currently only has two members.
As an all-faculty committee, it falls under the senate management resolution rules which allow the senate to select its own committee. However, the old policy was signed by President Caret and the old policy contains membership in it. The question is whether this should be done as a senate management resolution or as a policy recommendation.

The Professional Standards Committee decided to bring this as a first reading of the proposed senate management resolution to the next senate meeting, have an open discussion and wait for feedback (vote: 9-0-1)

5. S15-7 (RTP Procedures) amendment: clarifying ‘late add’ criteria

Late add is hard to judge because on one hand we don’t want it become routine and create chaos with the review process. On the other hand, the bureaucratic year-long review system should not prevent them from allowing important accomplishments the faculty have made along the way during that year to be considered.
We need clear guidelines for what can and can’t be added under certain circumstances.
The amendment will establish a policy mandate for the Provost and the PS to devise the guideline.
The Professional Standards Committee approved a first reading of the proposed policy recommendation at the next senate meeting. (vote: 10-0-0)

6. Presidential debrief issue. Peter has received a complaint that the President has not met with the University RTP Committee as required by policy S15-7:

> 3.6.4 When the presidential action is not consistent with the recommendation of the university committee, the President shall meet with the committee to discuss the reason for the action.

Peter will contact the University RTP committee chair to find out.

7. Adjourn at 4:02pm

b. S19-2, 3, 4, and 5 all concern name changes related to the office of Faculty Affairs and the AVP for Faculty Affairs. While editorial changes are possible, the various policies need to be reviewed since the successor office and successor officer are not always obvious. Do the functions identified in policy transfer to the Provost or designee, or do they transfer to University Personnel?

8. Framing next year's work: a suggestion.
    a. There is a very great need for the training of RTP committees. Training of RTP committees is required by policy and yet it is seldom accomplished. Should Professional Standards prepare to shift its focus from policy formulation and toward constructing a system of RTP training?

9. Adjourn

Senate asked to connect the committee responsible to this amendment, in the document. Priya asked a question about whether we have defined what is meant by Late-Add. Carl advised the committee that these changes to Late-Add materials are not likely to go into effect for this very next RTP review cycle.

Ken shared that at the first reading, the senate was in support to proceed with BAFPR Senate Management Resolution. President wants us to abide by the previous policy, which also has been sent to Provost Ficke to review. Provost indicated that she has strong feelings about academic freedom policy. Ken shared with the committee that PS committee will have an opportunity to discuss this topic with the Provost during her visit on March 18th.

a) Ken shared that he received Allison's and Nidhi's edits and questions about the policy document. Carl said he reviewed document carefully and also made edits in Google docs. Ken suggests not making further changes to this policy until after we hear from Provost. Ken also shared that Joanne provided the committee a binder containing range elevation policies

RTP committee members are unclear about how to evaluate specific faculty accomplishments –should they be using their own academic judgment or reinforce stated criteria?
Are faculty on RTP committees knowledgeable about the latest SOTE interpretation guide generated by SERB) so that they are using this information for fairly evaluating teaching accomplishments
Another example was discussion of considering impact factors of journals in which faculty publish their work – this is very relevant in some disciplines, but not in others
What happens when a "departmental" RTP committee is entirely comprised of members not from the department (due to lack of tenured/senior faculty in a department)?
There is a need for educating all RTP committee members, and chairs of committees
Shared consensus among committee members that it is unacceptable and unethical to conduct sloppy reviews of our colleagues'/peers' dossiers
Discussion points raised by Steve and Carl that all committee members should sign a certification statement *"I certify that I have read the policy S 15-8"*
Consider proposing content and format of workshops to support RTP process for committee members – one type of workshop would offer a general introduction on reviewing faculty dossiers and a second type of workshop would have a case-study based approach using de-identified dossiers in which problems were exposed.
Point raised by Allison that whereas RTP issues are a priority for PS, perhaps the committee should not devote itself solely to RTP issues.
Committee members discuss that CFD representative should have a standing invitation to assist PS or serve on our committee during this work around the RTP standards. Members in agreement that we should identify the CFD person before we dive too much into this process.
Recommendation to all members to consult RTP committees in their respective departments and colleges to determine points of contention and problems encountered during RTP reviews, as committee continues to deliberate and make decisions on how PS will proceed on this issue.

Adjourned 4:01 pm.

Respectfully submitted
Nidhi Mahendra

Clark Hall 445
2:00-4:00 pm

Kenneth Peter (Chair), Shelle

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I.e.

The concern is that this is a decision beyond the senate. Joan's advice was to identify the nature of the duty. If interpretive in nature, then this should be Senior Director of Faculty Affairs. If it is academic judgement, then this should be the Office of the Provost (i.e. Provost designee).
In the debriefing, the committee decided to change all the titles.

4. Late Add amendment. Revised for final reading.
Voted and approved 10-0-0

5. Range Elevation policy revisions
Consensus was to do a full revision. Many felt that it was our obligation and a piece meal change was not possible. Discussions will continue at the next PS committee meeting.

Adjourned 4:04 pm.

Meeting 15: April 8, 2019
Clark Hall 445
2:00-4:00 PM

Minutes to be taken by Seat F: Monday

1. Call to Order

2. Approval of minutes
    a. of March 18 (Kumar)

3. BAFPR Amendment (Attached)

4. Range Elevation policy revisions (Attached)

5. Adjourn

Professional Standards Committee

Meeting Minutes

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PRESENTY YŜyyŜűK tŜűŜN ó / KI·λNNûΣ {KŜftŜè / I·NƎλffΣ WŜăăλÕI· / KλyΣ {úŜØŜY I ŜΣ ! yλf YdzY I·NΣ ! fλă2Y a ÕYŜŜΣ bètŜ a2yŘI·èΣ tNλèI· wI·Y I·yΣ {I·NI·K w2ŘNλƎdzŜÎ

ABSENTY / I·N℄f YŜY yλűÎΣ bλŘKλ a I·KŜyŘNI·

1. Called to order at 2:03 pm.

2. Approval of minutes of March 18th meeting (taken by Anil Kumar)

3. Discussion of BAFPR Amendment

. I·ăŜŘ 2Y Õ2yØŜNăI·ûλ2yã øλúK ØI·Nλ2dză Y ŜY ōŜNă 2Ŧ I·ŘY λyλăúNI·ûλ2yΣ I·yŘ úKŜ LJI·ăű NŜÕ2NŘ 2Ŧ úKŜ ÕdzNNŜyű tNŜăλŘŜyű λY I·LJLJNƎØλyƎ LJ2fλÕλŜă I·yŘ NŜØλăλ2yã ăŜyű Ŧ2N ø I·NŘ ŦN2Y úKλă Õ2Y YλúûŜŜ I·yŘ 2úKŜNăΣ λű ø I·ă ŦŜfű úKI·ű I·y I·YŜyŘYŜyű 2Ŧ úKŜ . ! C t w LJ2fλÕè ø2dzfŘ ōŜ dzyfλ℄Ŝfè ű2 ōŜ I·LJLJN2ØŜŘΦ hō2ŜÕűλ2yã ø2dzfŘ fλ℄Ŝfè ōŜ ÕŜyűŜNŜŘ Y 2NŜ 2Y úKŜ 2NλƎλy1·f LJ2fλÕèΣ NI·úKŜN úKI·y 2Y úKŜ ÕdzNNŜyű NŜØλăλ2yãΣ I·ă λű λă Ŧ I·Ödzfúè πÕŜyűŜNŜŘ I·yŘ YλƎKű ōŜ ăŜŜY I·ă I· úKNŜI·ű ű2 tNŜăλŘŜyűλI·f LJNŜN2ƎI·ûλØŜăΦ

¢KŜ ădzƎƎŜăűλ2Y ø I·ă Y I·ŘŜ úKI·ű úKλă YλƎKű ōŜ Yλűλ3I·ûŜŘ ōè úKŜ λyÕfdzăλ2Y 2Ŧ I· y2yπØ2ûλyƎ {Ŝyλ2N 5λNŜÕű2N Ŧ2N CI·Ödzfúè ! ŦŦI·λNă ű2 LJN2ØλŘŜ f2ƎλăűλÕI·f ădzLJLJ2NűΣ I·yŘ I· ŘŜăλƎyŜŜ ŦN2Y úKŜ tN2Ø2ăûΩă 2ŦŦλÕŜ ű2 ăŜNØŜ I·ă I· fλI·λă2Y ű2 úKŜ tN2Ø2ăű I·yŘ úKŜ tNŜăλŘŜyűΦ 5λăÕdzăăλ2Y ű22℄ LJfI·ÕŜ 2Ŧ úKŜ NŜfI·ûλØŜ λY LJ2NűI·yÕŜ 2Ŧ Õ2yFλŘŜyűλI·fλúè I·ă 2LJLJ2âŜŘ ű2 I·ŘY λyλăúNI·ûλØŜ ōdzèπλyΦ Lű ø I·ă IjdzŜăűλ2yŜŘ λŦ úKŜ LJNŜăŜyÕŜ 2Ŧ I·ŘY λyλăúNI·ű2Nă Y ƎKű ăŜNØŜ ű2 ŘŜűŜN Ŧ I·Ödzfúè I·yŘ 2úKŜNă ŦN2Y ăŜŜ℄λyƎ úKŜ I·ăăλăűI·yÕŜ 2Ŧ . ! C t wΦ / 2yØŜNăŜfèΣ úKŜ LJNŜăŜyÕŜ 2Ŧ I·ŘY λyλăúNI·ûλØŜ NŜLJNŜăŜyűI·ûλØŜă Y ƎKű ƎλØŜ . ! t Cw ă2Y Ŝ áűŜŜűKΣέ I·ă I·ÖI·ŘŜY λÕ ŦNŜŜŘ2Y λă Õ2ØŜNŜŘ dzyŘŜN ¦ yλØŜNăλúè LJ2fλÕè NI·úKŜN úKI·y úKŜ ¦ yλ2y Õ2yúNI·ÖúΦ Ly úKŜ LJI·ăúΣ LJ2fλÕè KI·ă ōŜŜY λyÕ2yãλăúŜyűfè ŜyŦ2NÕŜŘΦ

{2Y Ŝ ŘλăÕdzăăλ2Y ø I·ă Y I·ŘŜ 2Ŧ yI·ûdzNŜ 2Ŧ Õ2ffŜÕûλ Ø Ŝ I·NƎI·λyλyƎ λy úKŜ {úI·ûŜ 2Ŧ / I·fλŦ2N yλI·Φ ¦ yfλ℄Ŝ úKŜ NŜƎλ2yã øKŜNŜ Y I·yè 2Ŧ 2dzN I·ŘY λyλăúNI·û2Nă I·NŜ ŦN2Y Σ y2ű ŜØŜNèúKλyƎ λă Õ2ØŜNŜŘ λy 2dzN Õ2yúNI·Öű I·yŘ úKŜ CI·Ödzfúè {Ŝyl·ûŜ Õ2yúN2fă I·ÖI·ŘŜY λÕ Ǝ2ØŜNyl·yÕŜΦ ¢Kλă ÕNŜI·ûŜă I· ăűNdzƎƎfŜ ōŜűøŜŜy úKŜ ûø2 ăλŘŜă I·yŘ fŜI·ØŜă 2NƎI·yÎI·ûλ2yã fλ℄Ŝ . ! t Cw øλúK fűűfŜ 2N y2 Ŝy Ŧ2NÕŜY ŜyűÕI·LJI·ōλfλúèΣ NŜfèλyƎ 2y I·ŘY λyλăúNI·ûλ2y ű2 I·Öű 2y λúă NŜÕ2Y YŜyŘI·ûλ2yãΦ I I·ØλyƎ I·ŘY λyλăúNI·û2Nă 2y úKŜ ō2I·NŘ

Y'λ∃Kΰ KŜfLJ ΰƨ λyãdzNŜ ΰKI·ΰ ΰKI·ΰ ǿƨdzfŘ I·ÖΰdzI·ffè ΰI·ˀŜ LJfI·ÖŜΦ ¢KŜ IjdzŜăΰλƨy' ǿI·ă ΰKŜy'I·ăˀŜŘ λŦ ΰKŜ tN2ŦŜăăλ2yˀ1·f {ΰI·yŘI·NŘă /2Y'Yλΰΰ$Ŝ ăK2dzfŘ ŘŜØŜf2LJ ΰKŜ ōSăΰ LJ2ăăλōfŜ LJ2fλÖèΣ 2N 2yŜ ǿKλÖK λă Y'2ăΰ fλˀŜfè ΰƨ ōŜ I·ÖÖŜLJΰI·ōfŜ ΰƨ ΰKŜ ÖdzNNŜyΰ I·ŘY'λyλăΰNI·ΰλ2yΦ

Lΰ ǿI·ă ădzƎƎŜăΰŜŘ ΰKI·ΰ w¢t Y'λ∃Kΰ LJN2ØλŘŜ I· Y'2ŘŜf Ŧ2N ΰKŜ I·ÖΰλØλΰλŜă 2Ŧ . ! tCwΦ ! ăΰI·ΰŜY'Ŝyΰ Y'λ∃Kΰ ōS λyÖfdzŘŜŘ λy'ΰKŜ LJ2fλÖè ΰKI·ΰ NŜIjdzNNŜă ΰKŜ .2I·NŘ ΰƨ Y'ŜŜΰ ǿλΰK ΰKŜ tN2Ø2ăΰ ΰƨ I·ŘØλăŜ ΰKŜY' 2Ŧ ΰKŜ ŦλyŘλy∃ă 2Ŧ ΰKŜ .2I·NŘΦ ¢KŜNŜ Y'λ∃Kΰ I·fă2 ōS I·y'I·Y'ŜyŘY'Ŝyΰ ΰKI·ΰ ÖI·ffă Ŧ2N I· Ŧ2NY'I·f I·yãǿŜNλy∃ Y'ŜÖKI·yλăY' ΰƨ λyãdzNŜ ΰKI·ΰ I· NŜăLJ2yãŜ FNƨY' I·ŘY'λyλăΰNI·ΰλ2y'λă Ŧ2NΰKÖ2Y'λy∃Φ ¢KŜ Ö2yÖŜNy'ΰKI·ΰ ă2Y'Ŝ ŦI·Ödzfΰè KI·ØŜ KI·Ř 2ØŜN Ö2yŦλŘŜyΰλI·fλΰè Y'λ∃Kΰ I·fă2 ōS I·ΰ fŜI·ăΰ LJI·NΰλI·ffè I·ŘŘNŜăăŜŘ ōè KI·Øλy∃ .2I·NŘ Y'ŜY'ōSNă ăλ∃y'y2yπŘλăÖf2ădzNŜ I·∃NŜŜY'ŜyΰăΣ I·ă λă ΰKŜ LJNJI·ÖΰλÖŜ Ŧ2N w¢t Ö2YY'λΰΰŜŜăΦ

¢KŜ dzăŜ 2Ŧ ΰKŜ ǿ2NŘ άY'2yλΰ2NέăŜŜY'ă ΰ2 ōS LJN2ōfŜY'I·ΰλÖ Ŧ2N ΰKŜ ÖdzNNŜyΰ tNŜăλŘŜyΰΣ ă2 yŜǿ ΰŜNY'λy2f2∃è ǿλff ōS Ŧ2dzyŘΦ tN2ØλăλY'Ŧ2N f2∃λăΰλÖI·f ădzLJLJ2Nΰ ăK2dzfŘ ōS ǿNλΰΰŜy'λyΰ2 ΰKŜ LJ2fλÖèΣ I·ă ǿŜff I·ă I· NŜIjdzNNŜY'Ŝyΰ Ŧ2N I· Y'ŜŜΰλy∃ 2Ŧ ΰKŜ .2I·NŘ ǿλΰK ΰKŜ tN2Ø2ăΰ ΰ2 I·ŘØλăŜ ΰKŜY' 2Ŧ ΰKŜ ÖI·ăŜ ŦλyŘλy∃ăΦ Lΰ ǿI·ă I·fă2 ădz∃Ə$ăΰŜŘ ΰKI·ΰ . ! tCw LJN2ŘdzÖŜ I·y'I·yy'ƶzI·f NŜLJ2NΰΣ ă2 ΰKI·ΰ ΰKŜNŜ ǿλff ōS I· LJdzōfλÖ NŜÖ2NŘ 2Ŧ ΰKŜ yƶzY'ōSN I·yŘ ΰèLJŜă 2Ŧ ÖI·ăŜă ǿKλÖK KI·ØŜ 2ÖÖdzNNŜŘΣ ōdzΰ ǿλΰK2dzΰ ÖI·ăŜ ăLJŜÖλŦλÖăΦ hΰKŜN Y'2ŘλŦλÖI·ΰλ2yãΣ I·ă ăK2ǿy'λy'ΰKŜ ÖdzNNŜyΰ ŘNJI·ŦΰΣ ǿŜNŜ I·LJLJN2ØŜŘΦ YŜy'ǿλff ŦdzNΰKŜN NŜØλăŜ ΰKŜ yŜǿ LJ2fλÖè λy'fλ∃Kΰ 2Ŧ ΰKλă ŘλăÖdzăăλ2y'I·yŘ LJNŜăŜyΰ λΰ ΰ2 ΰKŜ /2Y'YλΰΰŜŜ I·ΰ λΰă yŜÈΰ Y'ŜŜΰλy∃Φ

4. Discussion of revisions of Range Elevation policy

Lΰ ǿI·ă ŦŜtΰ ΰKI·ΰ ΰKŜNŜ Y'dzăΰ ōS I· ∃NŜI·ΰ ŘŜI·f 2Ŧ Ö2yãdzfΰI·ΰλ2y'ǿλΰK ăΰI·ˀŜK2fŘŜNă λy'NŜŦλyλy∃ I·yŘ ÖfI·NλŦèλy∃ ΰKλă LJ2fλÖèΣ I·yŘ ΰKλă ǿλff yƶ Ř2dzōΰ ΰI·ˀŜ I· ăλ∃yλŦλÖI·yΰ LJŜNλ2Ř 2Ŧ ΰλY'Ŝ a2ăΰ [ŜÖΰdzNŜNă I·NŜ yƶΰ ŦI·Y'λfλI·N ǿλΰK ΰKλă LJ2fλÖèΣ I·yŘ 2yÖŜ ΰKŜè ōŜÖ2Y'Ŝ I·ǿI·NŜ 2Ŧ λΰΣ ΰKŜNŜ ǿλff ōS IjdzŜăΰλ2yã ŜØŜy'λŦ ΰKŜ LJ2fλÖè λă dzyÖKI·y∃ŜŘΦ ¢KŜ ÖdzNNŜyΰ LJ2fλÖè λă ă2Y'ŜǿKI·ΰ I·Y'ōλ∃dz2dză I·ō2dzΰ ǿKŜy'[ŜÖΰdzNŜNă ÖI·y' I·LJLJfè Ŧ2N ŜtŜØI·ΰλ2y'I·yŘ Ř2Ŝă yƶΰ LJN2ØλŘŜ I· NλƎλŘ ăΰNdzÖΰdzNŜ Ŧ2N LJN2Y'2ΰλ2yΦ ¢Kλă λă ăŜŜy'I·ă I· LJ2ăλΰλØŜ ΰKλy∃ ΰ2 ă2Y'Ŝ I·ă ΰKŜè ǿI·yΰ ΰ2 LJN2ØλŘŜ ă2Y'Ŝ ά ǿλ∃∃fŜ N22Y'έ Ŧ2N ăLJŜÖλŦλÖ ÖI·ăŜăΦ hΰKŜNă ǿ2dzfŘ NI·ΰKŜN ăŜŜ ă2Y'ŜΰKλy∃ Y'2NŜ ÖfŜI·NfèŘŜŦλySŘΣ Y'2NŜ 2y'ΰKŜ fλySă 2Ŧ ΰKŜ w¢t LJN2ÖŜăăΦ 9ÈΰŜyãλØŜ ŘλăÖdzăăλ2y'ΰ22ˀ LJfI·ÖŜ 2y'ΰKŜ NŜfI·ΰλØŜ Y'ŜNλΰă 2Ŧ ΰKŜ ΰǿ2 Øλăλ2yãΦ !ΰ LJNŜăŜyΰΣ NI·y∃Ŝ ŜtŜØI·ΰλ2yã Ŧ2N [ŜÖΰdzNŜNă I·NŜ LJNλY'I·NλfèăŜyλ2NλΰèπōI·ăŜŘ I·yŘ ă2Y'ŜǿKI·ΰ NI·NŜΦ b2ΰ I·ff [ŜÖΰdzNŜNă I·NŜ ŜØŜy'I·ǿI·NŜ 2Ŧ ΰKλă LJ2ăăλōλfλΰèΦ

. I·ăŜŘ 2y'ΰKλă ŘλăÖdzăăλ2yΣ /2Y'YλΰΰŜŜ Y'ŜY'ōSNă ăŜŜY' ΰ2 ŦŜŜf ΰKI·ΰ ΰKŜNŜ ySŜŘŜŘ ΰ2 ōS Y'2NŜ ÖfI·NλΰèNŜ∃I·NŘλy∃ ΰKŜ ŜÈLJŜÖΰI·ΰλ2yã Ŧ2N [ŜÖΰdzNŜNăΦ ² KI·ΰ fŜØŜf 2Ŧ I·ÖKλŜØŜY'Ŝyΰ Y'dzăΰ ōS I·ÖKλŜØŜŘ ΰ2 I·ŘØI·yÖŜ ΰ2 ΰKŜ ySÈΰ fŜØŜfK 9ÈLJŜÖΰI·ΰλ2yã ǿ2dzfŘ KI·ØŜ ΰ2 ōS ΰλŜŘ ΰ2 ŗ Ø Ĥ ˥ ¾M

Meeting 16: April15, 2019
Clark Hall 445
2:00-4:00 PM

Minutes to be taken by Seat G: McKee

1. Call to Order

2. Approval of minutes
    a. of April 8 (Monday)

3. BAFPR Amendment (Attached)

4. Range Elevation policy revisions (Attached)

5. Guidelines for Late Add (begin discussion)

6. Adjourn

Professional Standards Committee
Minutes

Meeting 16: April 15, 2019
Clark Hall 445
2:00-4:00 PM

Minutes taken by McKee

PRESENT : Kenneth Peter (Chair), Shelley Cargill, Jessica Chin, Steven He, Carl Kemnitz, Anil Kumar, Nidhi Mahendra, Alison McKee, Nyle Monday, Priya Raman, Sarah Rodriguez

1. Call to Order at 2 p.m.

2. Approval of minutes of April 8 (Monday)

3. BAFPR Amendment
   - x Overview and discussion of proposed changes
   - x Mission:
     - o "Provide advice" (rather than "monitor ") the state of AF and PR at the University.
     - o Titles and office names ch anged to update and reflect current administrative and organizational struct ure at the University.
     - o The Board will report dire ctly to the Provost (or his/her designee), as favored by Provosts Feinstein and Ficke.
     - o

- x Discussion: “[Members of the BFR] shall act under the au thority of the President” (the phrase is from the old policy but it may invite scrutiny from current administration). Should it be the Provost? Either? Shou ld it be struck? But how, then, do we indicate the seriousness of purpose of the Board, its functions, and its recommendations?
- x Action Item: Ken Peter will draft a Preamble to address these issues.
- x Consensus: The BAFPR Amendment will not ___ go to the next full Senate meeting for a first reading.

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Meeting 17: April 29, 2019
ADM 223A
2:00-4:00 PM
Minutes to be taken by Seat H: Cargill

Present: Kenneth Peter (Chair), Shelley Cargill, Steven He, Carl Kemnitz, Anil Kumar, Nidhi Mahendra, Alison McKee, Nyle Monday, Priya Raman, Sarah Rodriguez

Call to Order – 2:04 PM

1. Approval of minutes of April 15 (McKee) - approved

2. Bullying issue – numerous inquiries, issue assigned to new chief of staff, out to new chief diversity officer, put together a working group, met a week ago, Kathy Lau reported working on campus climate survey which will include issues related to bullying, campus climate survey will be a 3 semester process,

3. Guidelines for Late Add (Discuss attached memo)

CBA doesn't allow for differentiated restarts, any late add material must go back and be restarted at department level

This means that what constitutes late add material must be more clearly differentiated

Once process of RTP starts in fall, then it can't be changed. Any guidelines need to be in place before dossiers are submitted

Procedural material not in question

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Material shall be accepted for late admission into the dossier only for candidates undergoing performance reviews or seeking promotion.
The submission must provide clear evidence that the information became accessible only after the date of the closing of the dossier and that it is pertinent. When justifying a submission, candidates should keep the following points in mind:
1) "After the date of the closing of the dossier." This means that the actual achievement occurred after the closing date—not merely that documentation of an earlier achievement became available after the closing date. For example, the final acceptance of a publication occurs after the deadline, or an art show or musical performance occurs after the deadline, or a candidate is elected to an important professional or service leadership role after the deadline.
/ƋYYƛűűŜŜ YŜYǑōŜℕǎ ŦŜfű ŜÈI·YLJfŜǎ I·ℕŜ ƎƋ2Ř
2) "…and that it is pertinent." Late items that indicate a significantly improved pattern of achievement are pertinent. Late items that fit a pattern documented elsewhere in the dossier are not.

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3) Fall SOTES and other teaching materials. Normally, these materials should not be added late since they are unlikely to shift a pattern established through many earlier semesters, but should instead be saved for use in any subsequent reviews. If, however, a department or college level review recommends a negative decision based at least partly on teaching, then such materials become “pertinent” and may be included if the case is made that they show significant improvement over a prior pattern

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5. Range Elevation policy revisions

/ƧdzfŘ ō₦ƛyƎ ƛű l·ă l· Ŧ₳₦ăű ₦Ŝl·ŘƛyƎ ű2 LJdzōfƛÕƛÎŜ ůKl·ú ǿŜ l·₦Ŝ ǿƧ₦ʅƛyƎ 2ƴƛűΣ ySŜŘă Õ2yãdzfűl·ůƛ2ƴLJ₦2ÕŜăăΦ 5ƛăÕdzăăƛ2ƴ2Ŧ ůKŜ l·YƧdzyű 2Ŧ ₦ŜØƛăƛ2ƴůKƛă ySŜŘă l·yŘ ůKl·ú ƛű ƛăyQű ůƛYŜ ű2 LJ₦ŜYl·ůdz₦Sfè ō₦ƛyƎ ƛű Ŧƨ₦ǿl·₦Ř

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6. Adjourn – 3:55 PM

Meeting 18: May 6, 2019
ADM 223A
2:00-4:00 PM

Minutes to be taken by Seat J: Raman

1. Call to Order

2. Approval of minutes
    a.