Pathways to Success Study Team

May 4, 2012 Meeting Minutes

9 a.m. – 10:30 a.m.; CIT 3150


Bob Cook motioned to approve the recommended pathways in response to charge 1. Debbie Allen seconded.

Discussion
Concern was expressed over categorizing service as a “minor component.” It was agreed to remove that sentence from the pathways’ slide.

A question was raised concerning how events that might require “stop-out” on a pathway should be addressed. It was agreed that this concern is outside the scope of the Pathways’ charge. Moreover, it is anticipated that this concern may be addressed through a family friendly policy at the university level.

All faculty as of the implementation of the policy will need to choose a pathway. Faculty will be allowed up to the time of their next major review to select a pathway in consultation with their department chair. They may elect to choose a pathway sooner (in consultation with their department chair). Once on a pathway, movement to another pathway can only be made after the faculty member has demonstrated excellence in that area.

Other editorial changes were made to the Pathways’ slides. With those amendments, the recommendation passed unanimously.

Bob Cook motioned to approve the recommended promotion and tenure committee in response to charge 2. Pat Humphreys seconded the motion.

Discussion
It was agreed that this committee should be comprised entirely of faculty—no deans should serve. Additionally, all faculty should be tenured full professors. If an insufficient number of tenured full professors exist in a college, the faculty may elect a tenured associate professor.

It was recommended that faculty serving on this committee either be granted a course release to compensate for the heavy service load or be allowed to let this assignment serve as their entire service load.

It was agreed that post-tenure review would not be included under the purview of this committee. Post-tenure review is more administrative and is not fraught with the issues that tenure review carries.

Additional suggestions included writing up concerns voiced by faculty and sharing those concerns with the Provost when the white paper is submitted. Members should send any concerns they have to Mark Welford via email.

With these amendments, the motion was passed unanimously.

Before implementing the policy, the recommendations will need to be drafted as a policy and submitted to the Senate Executive Committee (probably early August). The Senate Executive Committee will most likely assign the Faculty Welfare Committee to review the policy before it approves. When approved, the policy will be added to the Faculty Handbook.

Meeting adjourned 10:20 a.m.