

Rules, Procedures and Agenda (RP&A) Committee
Meeting Minutes
Wednesday, December 8, 2010
3:00 – 5:00 p.m.
Physics Bldg. 208

Present: L Haynes, M Fitch, M Schulz, Y Ma, K Isaac, M Davis, D Tauritz, B Hale, S Balakrishnan, D Westenberg, J Cohen, J Martin

1. Approval of December 8, 2010 RP&A Agenda.

Approved

2. Approval of Minutes from November 3, 2010 RP&A Meeting.

Approved

3. Electronic teaching evaluations (Ma, Isaac)

FS CET committee has voted to introduce electronic teaching evaluations (ETE's) beginning Spring 2011. Discussion points at RP&A meeting included: Recommendation that ETE's be introduced on a "trial" basis, for 2 semesters; Problem of low-attendance students, who will be able to (unjustifiably?) rate teachers; What criteria will be used to evaluate performance of ETE; What impact might be on dossiers of junior faculty. Y Ma said these issues will be discussed at the next CET meeting. The CET committee was encouraged to prepare a motion for the Faculty Senate and to review it with RP&A at the next meeting.

4. Comments from UM – Legal on proposed T & P policies (Cohen)

Campus T&P committee established policy in April 2009. UM Legal wanted minor changes, which were approved by T&P. Next step will be to get provost's permission to submit changes to general faculty for approval. The new policy will be voted on at next Faculty Senate meeting.

5. Nepotism (Balakrishnan)

No existing language in CRR to cover personnel decisions under conditions of nepotism. S&T Personnel Committee has drafted a policy forbidding it. Will forward to VP Schwartz and to IFC for further instructions.

6. Summer salaries (Balakrishnan)

No provisions under CRR for minimum summer salary. Currently rates set by dept chairs. No action recommended by RP&A.

7. Faculty rating by department chairs (see attachment) (Balakrishnan)

Issue is ranking doc sent by chairs to provost that includes evaluative content that may differ from the in-department evaluation shared with faculty. Current status of this practice is unclear, but apparently it was followed last year. FS officers will discuss this practice at next meeting with Chancellor and Provost.

8. Grievance procedures (Isaac)

IFC wants input from the campuses on policy. Currently there is a pilot program that IFC wants to make permanent. S&T will propose an alternate member policy in case an incumbent is unable to serve.

9. Academic integrity (Isaac)

No report.

10. Bylaws changes for dept chairs' revised responsibilities and related topics (Isaac)

No report.

11. "Jones" Professorship (Isaac)

New policy for retired faculty to continue teaching in limited capacity for departments. Document was reviewed at RP&A meeting, with the following suggestions:

Section IA4: Should read, "Whose contributions to the department and the University are recognized as meritorious by the *department's tenure and promotion* committee..."

Section IIA: This content deleted: "Individuals appointed to these prestigious positions are expected to have 'good to very good' evaluations in their appointed areas as judged by the faculty and administration, and"

12. Retirement plan (Isaac)

No report

13. Next Scheduled Meeting – Wed, January 12, 2011, 2:00

14. Adjourn

Referrals Ongoing

1. RP&A ref - Across the Board versus Targeted Budget Cuts (Budgetary Affairs)

Ongoing Monitoring (Review as necessary)

1. Provost's web site – posting of T&P rules. (G. Cohen)
2. Archiving FS data (Isaac)

Other Committee Items (Review as necessary)

1. Budgetary Planning, Start-up Packages (Budgetary Affairs)
2. Academic Integrity (Academic Freedom & Standards) (Waiting for IFC progress)