Faculty Professional Standards Committee  
Approved Minutes  
09-10-15 3:00 pm

Present; Mike Gorman, Ron Gulotta, Kathy Immel, Mike Jurmu (Chair) & Jessica Van Slooten

1. Chair calls meeting to order at 3:02 pm

2. The committee agrees the recording of the minutes should be on a rotating basis. Jurmu volunteers to record minutes for this meeting.


4. Previous minutes will be circulated and approved at the next meeting.

5. The committee discussed some of the campus reaction to the proposed revisions to FPP#503 regarding merit procedures. One comment was the question of why there is all this time being spent to revise the ranking if there is no salary adjustments linked to a merit ranking. The committee shared reasoning on the revision and noted that the exercise had a purpose beyond just monetary. Most importantly it is a way the Colleges can annually evaluate the performance of the faculty based on their responsibilities of teaching, professional development and service. Jurmu will write up brief response to this question clarifying the reason for the committee’s work on this issue.

6. The issue of different deadline dates in FPP #503 compared to several places in #501.01 & #501.02 was discussed. It was suggested to eliminate specific dates in #501.01 and #501.02 and replace it with a reference to see #503. A comment on this suggestion noted that it would result in those using the policy to have to go between several policies when looking for specific information. Although no definitive solution was determined, the issue led into the next item.

7. The committee was asked to investigate a possible table, flow chart, or other visual that contained all the due dates for each required aspect and year for retention, promotion, tenure, and post-tenure reviews. Jurmu submitted an example spreadsheet utilized in his department’s bylaws that the committee thought might be a start in producing a visual. Jurmu will work on revising the table to conform to the various related policies for review.

8. The task of addressing IAS Activity Report in #301 & #320 was discussed. Gulotta informs the committee that it was determined previously that this should wait until any revisions to #503 are adopted so revisions to IAS procedures could parallel those for faculty.

9. It was brought to the attention of the committee that notification of the result of a 1st-year tenure-track faculty in policy #501 does not specifically indicate this must be done in
writing. The committee agrees this should be clarified in policy; Jurmu will work up the proposed revisions for introduction.

10. The committee was charged by Senate Steering the previous day to review the tenure policies and procedures similar to other institutions. Although the committee was provided some information and examples of what other institutions are doing, it is unclear what specifically Steering means by ‘review’. It is also unclear if they expect a product (such as the UW Milwaukee white paper) or other final findings by the committee. Jurmu will contact the Steering Chair for clarification. Van Slooten notes she is working on a tenure review for another group and would take the lead on this task if needed.

11. Gulotta mentions that a review of policies on grievance and appeals will be forth coming. Jurmu notes the Steering Chair has informed him the task will be charged to the committee at the upcoming Senate meeting. Gulotta notes there could be a consolidation of various Grievance and Appeal Committees throughout the Colleges into one unit in Madison. This would allow that committee to have direct contact with UW College legal consultants because of their proximity. The committee agreed to await the specific charge from Steering before taking any action.

12. Gulotta, being former Chair of this committee shares some of the past discussion and action of the committee to help understand some of the current items the committee will be undertaking.

13. Gulotta motions to adjourn the meeting. Meeting adjourns at 3:50pm