Faculty Senate Meeting Minutes
02/22/2012

Present: Barry Gibson, Mitch Pietras, Doug Giacobbe, Andrea Reese, Alice Godbey, Lakisha Holmes, Jay Stryker, Bahman Motlagh, Casey Blanton, Jeff Zahn, Christian Bosse, Natalie Weaver, Pamela Thomason, Christel Saylor, Jim Bishop, Seth Blazer, Ray Cornelius, Erik Sweet, Eduardo Divo, Charlene Latimer, Elaine Perea, Leonard Lempel, Maggie Karda, Margaret Overbey, Carole Luby, Trey Orndorff, Bettye Parham, Max Nagiel, Jessica Kester, Rebecca Block, Brianna Kurtz, Ben Graydon, Donna Edwards, Jeanne Saunders

Eduardo Divo presented the Promotion and Tenure Process Review Proposal which was put together by the Faculty Senate Committee for Promotion and Tenure. The PowerPoint for this presentation is located on the Faculty Senate Florida Online page in the Discussion Board area.

After the presentation, faculty expressed the following concerns and comments:

- What happens if a committee member abstains on the vote made in Step 3?
- Changing the timeframe of when people may submit for promotion and tenure may be a state law change
- The current time frame in the presentation is stated incorrectly
- What is the distinction between pedagogy and teaching?
- The assignment of percentages seems arbitrary – how will it be quantified?
- The new streamlined process is welcomed for busy faculty, especially the use of online technology
- Documentation will need to be available if asked for
- The new committee will be subject specific so narratives will be able to be written using subject specific jargon
- Who would an appeal go to if the first committee rejects the portfolio?
- Will the percentage structure be used for both promotion and tenure?
- Per HR, the faculty evaluation (by their Chair) must be removed from the portfolio
- Some faculty mentors may become overloaded with the number of mentees they have
- Brian Babb should be contacted for legal issues (such as changing the time frame)
- Non-tenured faculty do not have due process. If their portfolio is rejected, there is a concern for their appeal process
- Suggestion to change current system to an online portfolio would be a step in the right direction
- Would there be a phase out of the old system or a total replacement with the new system?
- Can the percentages be changed throughout the process?
- How would the process work within small departments (such as 1 or 2 people)?
- Have the department Chairs weighed in on this new system?
- What about large departments that could read 10+ portfolios in a year?
- The risk of not requiring documentation is elaboration
- The current system already has a set of checks and balances in place
A motion was passed to take a vote on the approval of the new basic structure. If faculty approve, the committee will draw up a procedure to be taken to the next level.

The presentation and a write up of the new procedure will be placed on the Faculty Senate Florida Online page for faculty to look at and discuss. A vote will be taken at a future Faculty Senate meeting.

Respectfully submitted,

Andrea Reese, Faculty Senate Treasurer/Webmaster