IN ATTENDANCE:

Alan Abrahams, Biko Agozino, Diane Agud, Mehdi Ahmadian, Robin Allnutt, Gregory Amacher, Susan Anderson, Richard Ashley, Osman Balci, Arthur Ball, Jacob Barney, Michael Borowski, Carlyle Brewster, Bryan Brown, James Campbell, Virgilio Centeno, Alan Esker, John Ferris, Matthew Gabriele, William Galloway, LuAnn Gaskill, Ellen Gilliland, Tracy Gilmore, Nicolin Girmes-Grieco, James Hawdon, Bob Hicok, Eric Kaufman, Bettina Koch, Roberto Leon, Chang Lu, Eric Lyon, Zachary Mackey, Shelly Martin, Margarita McGrath, Mike Nappier, Sean O'Keefe, Philip Olson, Marie Paretti, David Radcliffe, John Richey, Susanna Rinehart, Hans Robinson, Tina Savla, Todd Schenk, Brett Shadle, Richard Shryock, Gary Skaggs, Stephen Smith, Ryan Speer, Jim Spotila, Dean Stauffer, Cornel Sultan, David Tegarden, Jim Tokuhisa, Benjamin Tracy, Kelly Trogdon, Diego Troya, Bruce Vogelaar, Layne Watson, and Ryan Zimmerman (60 senators).

ABSENT:

Monty Abbas, Masoud Agah, Bonnie Billingsley, Robert Bush, Rami Dalloul, Stefan Duma, Candace Fitch, Leon Geyer, Sierra Guynn, Roger Harris, Kathy Hosig, Sara Jordan, Cayce Meyers, Doug Patterson, Eric Smith, Divya Srinivasan, Dwight Viehland, and Percival Zhang (18 senators).

1) **Agenda**

There was a motion to change the order of the agenda, which was approved, though later, there was some confusion about what order had been agreed to.

2) **Minutes**

Minutes of the October 3, 2017 meeting were approved.

3) **October 31, 2017 meeting time**

A motion to change the 10/31/17 meeting time to 4:15 was raised and approved.

4) **University Council vacancy**

Hans Robinson asked for a volunteer to sit on University Council. No one offered. He then asked that the Faculty Senate council be given the power to make a nomination without coming to the full senate. That motion passed.

5) **Report from the October 10 discussion between the Provost and Cabinet**

eFARS

The Provost has agreed to delay the use of the eFARS system until it is approved by faculty. A stakeholder committee, made up of faculty from each college, will be formed to determine when the eFAR system is ready. Later in the meeting, the following people volunteered to be on the stakeholder committee:

CALS -- Zachary Mackey
CAUS -- Michael Borowski
CLAHS -- Susanna Rinehart

CNRE -- Jim Campbell
COB -- Alan Abrahams
COE -- Layne Watson
COS -- Bruce Vogelaar
CVM -- Stephen Smith.

A programmer will be hired to work on the eFAR system.

Someone noted that some deans and department heads want to use eFARS anyway. This led to the discussion and passage of a motion to ask the Provost to mandate the suspension of the use of eFARS. (That motion, and three others passed the same night, appear as resolutions at the end of these minutes.)

P & T

The Cabinet raised the following issues with the Provost:

1) Methods to insure the independence of evaluators at every level of the P & T process.

2) Withdrawal of the individual peer cohort as an element of P & T.

3) A process to deal with P & T expectations that change after a hire takes place, especially late in a candidate's tenure clock.

4) The role of qualitative measures of performance in relation to the use of metrics in P & T cases.

The Provost said that the individual peer cohort is for mentoring purposes only, and suggested we do the following:

1) Create a process for dealing with documented procedural flaws in the P & T process.

2) Create a transparent appeal process.

3) Give departments the right to allow for track switching during every level of the P & T process. If members of a department don't want the possibility of track changes, they can say so.

4) Make a commitment that within eight months, all departments will have thorough expectations documents.

5) Revise the Faculty Handbook to reflect these changes and processes, and to clearly delineate all roles, at every level.

Two more motions were passed as part of the discussion of this topic. One asked the Provost to put in writing that the individual peer cohort is for mentoring purposes only, the other that the departmental expectations document in place at the time of hire follow a candidate through the tenure process.

Before proceeding to the next item, Hans asked if others would like to join the Cabinet for the next meeting with the Provost. Jim Hawdon, Marie Paretti, David Tegarden, and Layne Watson chose to attend.

6) **Discussion of (3) recent P & T documents from the Provost's office**

Much of the discussion focused on track switching (from tenure track to collegiate), which one document shows as an option at every level of the tenure deliberations – department, college, and

university. Hans said we don't have to accept this. Someone else thought it was an opportunity to reduce the number of tenure track positions. A number of senators felt that this option, as well as the use of straw-votes in lieu of full committee votes, violated the Faculty Handbook. Another senator said he'd never heard of these things taking place, despite recent contentions of the administration that they've been common occurrences. This discussion culminated in the 4th motion below.

7) **Senate went into closed session to discuss a personnel matter**

Coming out of closed session, the senate voted to have an ad hoc committee (composed of the members of the Faculty Review Committee) review a promotion case from last year. This same committee is currently reviewing a tenure case from last year.

The following resolutions were approved by the Faculty Senate at the October 17, 2017 meeting:

Resolution # 1

As the Faculty Senate finds that the document "Promotion and Tenure Process and Outcomes, Office of the Executive Vice President and Provost, October 2017," contains violations of the Faculty Handbook, Faculty Senate rejects this document as a description of the tenure processes and possible outcomes, and reasserts the Faculty Handbook as the source of rules regarding the terms and conditions of faculty employment, including the rules relating to the processes and possible outcomes of promotion and tenure.

Resolution #2

Given the following statements from Provost Rikakis' memorandum of 10.16.17, "Proposed collective actions for clarifying and enhancing our promotion and tenure process,"

> There have been several concerns on the functionality, consistency, and comprehensiveness of eFARS as it currently stands. Therefore, we are taking the following steps to address these concerns:
>
> 1. We are delaying the university-wide implementation of eFARS until necessary improvements are made.
> 2. We are developing a small stakeholder committee of faculty and administrators to work with the Office of the Vice Provost for Faculty Affairs on these improvements and to advise us about a launch date after the improvements have been proven robust.
> 3. We are hiring a programmer who will work with the stakeholder committee, vice provost's office, and the Office of Academic Decision Support to implement the improvements and seamlessly connect eFARs to our overall data ecosystem.
> 4. We will ensure that data from units currently using eFARS may easily be transferred to the new and improved version of eFARS.

and given that some deans and department heads are still requiring the use of eFARS by faculty, Faculty Senate asks the provost to issue a memorandum to deans and department heads that faculty are not required to use eFARS in the 2017-2018 reporting period, though individual faculty may choose to do so.

Resolution #3

Faculty Senate requests a memorandum from the provost that the use of individual peer cohorts is for mentoring purposes only, as detailed in slide five of Provost Rikakis' Power Point presentation at the Academic Council Affairs Meeting of October 12, 2017.

Resolution # 4

Faculty Senate requests the provost to issue a memorandum that the departmental expectations document in existence at the time of a faculty hire will follow that faculty member as she or he seeks tenure and promotion, unless the terms of an updated departmental expectations document are agreed to by the faculty member.