

To: Carolyn Siegel and **Faculty Senate**
From: Paula Kristofik, Chair of *Rights and Responsibilities*
Subject: Final Report and Supporting Documents

Our Committee began the year by electing a chair (myself) and electing a replacement (Marcel Robles) for a resigned senator. The Committee then consisted of four members: Nina Coyer, Paula Kristofik, Marcel Robles, and Mixon Ware. Upon the Senate vote to remove the issue of shared governance from the Senate and our Committee to University Council, we were assigned to devote ourselves to the review and implementation of Ad Hoc Committee Recommendations on Promotion and Tenure.

To this end we held eleven committee meetings over the course of two semesters. In addition, as individuals we met with each Dean and as a Committee we met with the Provost and the Executive Committee. The progress and content of these meetings is summarized below.

Sept. 17 – discussed charge and agreed to seek further clarification from Senate president. Senator Ware volunteered to receive and coordinate input from faculty on their responses to Ad Hoc Committee Recommendations.

Oct 6 – President Siegel advised that we meet deans and provost in person so we agreed to develop questions for these interviews and assigned each of us to our “home” dean as well as Mixon taking Justice and Safety. Paula sent invitation to Charles Whitaker as Chair of Ad Hoc Committee.

Oct 13 – Charles Whitaker and Bruce Pratt from the Ad Hoc Committee met with us in order to fill us in on history of P&T review and provide rationale for decisions.

Oct 20 – Developed timeline and discussed progress of on-going individual meetings with deans. Paula arranged that Keith Johnson would be at next meeting to provide more history as to the document and its travel between provost office and faculty senate.

Nov. 1 – Committee met with Keith Johnson.

Nov. 8 – Committee met in Provost Chapman’s office to discuss Recommendations.

Nov 10 – discussed feedback from faculty, deans, provost and Chair’s Report

Dec 1 – discussed how we might solicit more input; following Paula’s brief chat with Senator Taylor, the Committee attempted to see the original complete version of faculty survey used by the Ad Hoc Committee, but it was not available except in the form of a summary as it appears in the Ad Hoc Committee Report.

Jan 10 – Created a table for analyzing input: theme, pro/con, source. Each member assigned specific theme: primacy, timeline, separation of p from t, university guidelines, flowchart of process, constitution of committees, 1st year evaluation.

Jan 19 – Shared tables and agreed to employ uniform approach to data; invited Senator McKinney to discuss AAUP concerns with us. She sent input in writing.

Feb 7 – Created ‘compromise’ proposals in light of feedback. Decided to present these proposals to Executive Committee and Faculty as ‘information’ for discussion and feedback.

Feb 28 – Met with Executive Committee to share document.

March 14 – Faculty Senate received compromise proposals as information.

April 11 – Agreed to proceed with revision of Handbook based on proposals and input received. Paula drafted language and e-mailed to Committee.

May 2 – Committee will discuss Handbook language.

. . .It is hoped that the Handbook language will be finalized and discussed with University Counsel in August and that Faculty Senate will receive formal proposal to change handbook language in September.

