PCC Meeting Notes
December 5, 2016

Attendees

PCC members	**Ex Officio/Guest**
Cindy Glass- President	
Stephen Ulrich –Vice President	
Buddhi Gyawali- Secretary	
Jens Hannemann	
Mara Merlino	
Fariba Bigdeli-Jahed (excused)	
Catherine Vedder (Absent)	
Rebecca McCoy (Absent)	
Rita Sharma	

Meeting called to order at 3:10 PM

PCC discussed three agendas (1) credit for life policy (2) Tenure & Promotion timeline, and (3) Discussions about benchmarks and evaluation criteria in regards to revising the faculty handbook.

1. Credit for Life Experience Policy. A senator brought an issue about potential violation of credit for life experience policy by KSU. The senator will provide more information after consulting with the VPAA, Dr. Jackson. At the present time, it appears that an unknown individual in an administrative position has provided a student with Credit for Life Experience without the approval of the faculty member who has responsibility for the course equivalencies to that credit. The faculty member is not in agreement that the credit should have been given. PCC would like to determine who has the final responsibility for the granting of that credit, and how to ensure that CLE is not granted without the express consent of the faculty teaching the equivalent course.

2. Delay in adopting T&P calendar and timeline

PCC discussed concerns about the delay in adopting the Tenure and Promotion (T&P) timeline and the associated calendar after a tenure policy was reinstated in fall 2016. T&P committee has not been fully in place; current committee members are working to determine which faculty are currently on the T&P Committee and if any additional members need to be elected to comprise a full committee. Two candidates up for tenure and promotion who applied in 2014 and recommended by the KSU T&P committee have not been notified yet as they were supposed to be notified by February 1 according to the current Faculty Handbook. There were two faculty who applied for tenure this year (2016-2017), their dossiers have not been properly and fully reviewed yet. It was discussed that the consequence of this delay and violation in procedure may

have serious negative effects to the candidates professional career and may become a matter of legal case.

In this regard, PCC passed the following action item unanimously:

PCC urges the university administration to fully comply the T&P timeline and procedure regarding affirming due dates for reviewing of dossiers and completion of the nomination process of the T&P Committee.

We would like to note at the upcoming Senate meeting that at this time, the Senate needs to vote on whether to disregard the stated T&P timeline, which has already been violated, which will then allow the current dossiers to continue through the approval process. If such a vote does not pass, then we need to recognize that the violation of the timeline places KSU in a potentially questionable legal position if either of those individuals choose to pursue the issue.

3. Discussions about benchmarks and evaluation criteria of faculty

PCC discussed about different options for establishing standard benchmarks and evaluation criteria that may be applicable to all Divisions. Senators discussed that it has been difficult to recognize differences between "Met Expectations" and "Exceeded Expectations" and evaluate faculty properly "since most of the criteria we have in place are either impractical or subjective. There needs to be detail benchmarks that are measurable for Teaching, Scholarship and Service, so that supervisors and peer faculty make fair and unbiased evaluations. Different alternatives were discussed such as (1) Adopting point-based evaluation system (2) revising current benchmarks and evaluation criteria by adopting Boyer's Model, etc. PCC agreed to invite F/S president Kim Sipes for additional guidance and clarity. Also, it was discussed that PCC may need to request the full senate to form an Ad hoc committee to develop benchmarks. This will be determined at a later time.

A senator was concerned about effects on current salary structure of faculty when Division(s) moves in based on the new Organizational Structure.

The committee continued revising Tenure & Promotion sections of the Faculty Handbook. Reviewing of Graduate faculty, Instructors/ Adjunct Professor or Visiting Professor, Assistant, Associate Faculty sections were completed.

Meeting Adjourned 4:40 PM

Notes prepared by

Buddhi Gyawali