

PCOE College Council
12 December 2016, 2:00 - 3:30 PM
Minutes - Summary

Members Present: Claudia Whitley, Chay Runnels, Judy Abbott, Ken Austin, Jay Thornton, Lauren Burrow, Deborah Buswell, Daniel McCleary, Heather Munro, Sally Ann Swearingen, George Willey.

Not Present: N/A

1. Welcome & introductions

Dean Abbott welcomed the group.

2. Review of minutes/summary

Review of the minutes from November. Motion to accept the minutes as corrected Sally Ann Swearingen, Second: Chay Runnels. Approved with corrections.

3. PCOE policies/practices

NOTE: The PCOE policies for Merit Pay, Promotion, Tenure & Continued Employment, and Performance Evaluation of Faculty must be updated as soon as possible and no later than February 1, 2017. Academic units must have the PCOE policies before completing their academic unit policies that are due to the dean by March 24, 2017 (the week after spring break). The academic unit policies must be submitted to the provost by Friday, April 28. Faculty should have copies of the approved academic unit policies/practices before the end of the spring 2017 semester. JAA

Faculty Merit Pay Policy (Daniel, Lauren, Claudia)

Mirrors the university policy – departments would need to individualize

Elementary representatives discussed their policy as an example and shared their DRAFT procedures with the Council – it is not yet approved – based on the FAR – goes through peer review and recommendations to the unit head, there is an appeal process.

Dean Abbott discussed Merit pool, allocations, and schedule.

Departments submit a Faculty Merit Pay policy by March 24 (a week after spring break).

Workgroup will email changes to the College Council.

4. Performance Evaluation of Faculty Policy (Chay, George, Heather, Ken)

Ken summarized the policy

Dean Abbott gave the review dates – AY 2016 – starts in the Spring 2017.

Everyone who is eligible will be reviewed this year. Faculty who had their last promotion, tenure, or administrative assignment in or prior to 2010 will be reviewed this year. They will be evaluated this year even without academic unit policy in place under direction of legal council in a modified way that meets the University policy. Friday April 7, 2017 faculty committee decisions submitted to unit heads.

PCOE policy needs to be completed as soon as possible, but no later than February 1, 2017.

Units will continue to work on policy for 2017-18 and beyond to meet the policy as developed by the PCOE.

Departments submit a Periodic Comprehensive Performance Evaluation and Procedure Policy by March 24 (a week after spring break).

5. Promotion & Academic Tenure Policy (Deborah, Jay, Sally Ann)
Jay Dr. Abbott summarized need to add collegiality statements to mirror university document.
Policy and Guidelines for Academic Promotion policies (two policies—tenure policy and promotion policy) due from academic units by March 24 (a week after spring break).
6. Name change possibility has been discussed with the Provost and President. Not the actual name however. The Dean is working on a letter to submit.
7. Submit draft work on policies by beginning of second week of January for revisions of policy documents for next meeting.

Meeting adjourned at 3:38 p.m.