Committee on Faculty Affairs

February 14, 2018 Meeting Minutes

Members in attendance:

Joe Baker, Jody Eberly, Jean Graham, Arti Joshi, Andy Leynes, Mike Marino, Agili Papantonopoulou, Jane Wong, Matt Wund, Ieva Zake

Excused: Ralph Betancourt, Tiffani Warren, Cathy Weng

1. Minutes from 11/08/2017 meeting approved by consensus

**Old Business**

2. CFA Discussed the External Review Letter charge.

Jane Wong reported the perspective from Deans Council. Deans want the unredacted letters because they play no role in selecting the reviewers. They express difficulty evaluating letters when they have no information.

CFA asked whether involving the Deans in the compiling a list of external reviewers would satisfy their reservations regarding reviewer identity. Dean Wong thought that it would, but she will ask the Deans directly to determine whether this could be a solution.

CFA pointed out that the current process in effect (2017 promotions document) is problematic because a reviewer problem (e.g., discovering that a reviewer is unsuitable to provide a review) is discovered when the Dean receives an unredacted letter long after the external review has taken place and the candidate has submitted his or her materials.

CFA determined that developing a way for the Deans to play a role in the reviewer selection would satisfy the Deans’ concern, head off problematic external reviews, and allow the process to revert back to the previous process (2015 promotions document) where the external reviewer’s identity is redacted throughout the entire process. CFA is exploring this change to resolve the issue.

CFA will also get testimony before the 3/21/2018 Faculty Senate Meeting at 11:30 in an open forum. CFA will also collect anonymous testimony via Qualtrics to hear from faculty who prefer to keep their identity concealed.

Mike Marino will draft an email with the history of the issue and CFA’s current approach to a solution to expedite the campus conversation. He will include this text in the electronic testimony mechanism.

3. CFA discussed the final recommendation on the Faculty/Staff Emeritus charge.

A. Joshi made a motion to accept the recommendation (A. Papantonopoulou seconded). The recommendation was approved by CFA

**New Business**

4. CFA discussed the Public Health disciplinary standards.

CFA reviewed the revised disciplinary standards (DS) )and the CFA memo that provided feedback to Public Health. CFA noted changes to the DS and saw that some original issues remained. CFA decided to ask for details on how Public Health addressed the original concerns in the revised DS or a rational as to why the DS did not require a change.

Meeting adjourned 2:45 p.m.

Next meeting 2/28/18

Minutes submitted by A. Leynes