LFPA Meeting
May 1, 2014
Minutes


Deborah Dandridge, LFPA Chair, called the meeting to order. She announced that a quorum of members was established. She then commented on the importance of our governance organization.

Minutes

• The minutes of the previous LFPA meetings, Oct.18 and March 26, were approved as previously distributed.

Nominating and Ballot

• Letha Johnson spoke on behalf of the Nominating and Ballot Committee, encouraging nominations for the positions on LFPA committees.

Report from the Dean

• Dean Haricombe reported on her recent meeting with the Provost concerning the Unclassified Academic staff and non-tenure track classifications. She made a strong case to the Provost for having the option of using the Unclassified Academic classification and she is waiting for a response.
• The Deans cabinet is in the beginning stages of developing a hiring plan for FY 15. She will continue to hire into tenure track positions
• Moving forward she anticipates using tenure track, unclassified professional, and unclassified academic staff positions. She does not expect to use the non-tenure track category for new hires.
• Post tenure review is being implemented by the university this fall. PTR review will take place every spring. Anyone receiving an administrative supplement will not go through PTR review.
• The Libraries first PTR review will be in the spring of 2016. There is a large backlog of people to be reviewed, and they will start with the most senior librarians. She will let each of us know the date of our PTR review when she meets with us regarding our annual review.

• Question: If you go up for PTR can you serve on LCPT?
  Response: Our Code needs to address this problem

• Question: Will people not eligible for promotion be eligible for PTR?
  Response: Yes, it is tenure that determines eligibility

• Question: Under our current administrative structure those in administrative positions will be reviewed at the end of two years. If they do not continue in an administrative role will the clock be stopped for the time they served in an administrative capacity?
  Response: Yes

Report from Mike Broadwell

• Mike explained that at the end of March, the Provost requested form the Libraries our policy and projections for the next 6 years of those to go through PTR. The LFPA Ad Hoc Committee was working on their recommendations, and the information was supplied to the Provost’s office with the caveat that it was in draft form.

• Mike also reported on the sabbatical leave open meeting, held the previous night. Sharon Riley is putting together a tips sheet for us to use.

• Mike asked if it was necessary to hold an open meeting on promotion and tenure this year, since no one is going through p and t. It was decided that we will not need to hold an open meeting this year

Post Tenure Review report

• Ken Lohrentz moved, and Judith Emde seconded, a motion to accept the ad hoc committee’s report on PTR.

Discussion on report

• Question: Is the section under “Criteria for Research” too vague? How will this be measured?
  Response: Sara Morris responded for the ad hoc committee (as none of those members were present) stating that the vagueness was intentional, and followed the university’s template.

• Question: what does consistent mean in line 98?
  Response: It means progressive, and not just a fling of activity at the end.
Two corrections to the report were pointed out by Sara Morris in the document. In line 123 “supervisor” is replaced with “supervisee.” Line 124 – line 130, the sentence beginning “A committee member …” should be stricken.

These corrections were to be made before the report was distributed, and constitute the only changes made.

Votes

- The report was unanimously approved for adoption
- Marianne Reed then moved that the PTR report be sent to faculty for a vote on its adoption
- Meredith Huff seconded the motion
- Motion was approved by unanimous vote

Proposed Code and Bylaws changes Relative to PTR review

- Ada Emmett moved to begin discussion on the proposed Code and Bylaws changes engendered by the post tenure review process
- Meredith Huff seconded the motion
- Sarah Morris, chair of the Code and Bylaws Committee, offered two corrections to the document previously distributed. Line 243 should read 3.3.4.10 instead of 3.3.10. in lines 528 and 531 of the Bylaws, “post tenure review” should be added to the list of documents addressed

Discussion

- Question: Are lines 213 and 234(concerning who cannot serve on LCPT in case of recusal) in conflict? How would this work?
  Response: It was agreed that this issue can be more fully addressed next year.
- How far in advance will people know when they are to be reviewed for PTR?
  Response: Individuals will know by this summer

Votes

- Marianne Reed moved that we accept the amended Code and Bylaws.
- Erica Dickey seconded the motion
- The motion was approved by unanimous vote
- George Gibbs moved to send the amended Code and Bylaws changes for vote by ballot, assuming a successful vote on the adoption of the PTR report.
- Ada Emmett seconded the motion
- The motion was approved by unanimous vote
Acknowledgement

- Judith Emde thanked the members of the Code and Bylaws Committee, The PTR Ad Hoc Committee, and the LFPA Exec for their work on this issue.

Respectfully submitted,
Sherry Williams, Secretary