

SUMMARY NOTES OF FAC MEETING ON APRIL 23, 2013

1. We revised the agenda to delay the Merit Review discussion until April 30, when members of the committee can attend.
2. Dean Conley discussed the changes in the NTE policy that was passed by the BOV. The final policy allowed some discretion in the length of contract and in the time spent before promotion to a Senior Lecturer. The final version will be posted soon. Dean Conley wants individual departments to develop clear policies on evaluation and promotion of NTEs in the Fall semester. She also wants departments and Programs to identify likely Senior Lecturers (NTEs who have already served for a long time). The Dean also noted that there must be policies developed for a department, or a Program, to request a long-term NTE position.
3. The FAC approved the extension of an NTE contract, under the old policy.
4. Dean Conley discussed planned raises for the coming year. The Dean is still awaiting final clarification from the Provost regarding the requirements imposed by the Governor and by the BOV. The BOV has stated that all raises should be based on merit. The Dean believes that this will allow equity increases, as they result from merit, but it is not clear yet what guidelines will be imposed. The Dean expects the time window for merit considerations to be five years, which is the time since the last regular raise.
5. FAC discussed the proposed Faculty Awards ad hoc committee, and intends to propose possible names next week.
6. FAC and the Dean discussed the “arms length” requirements for outside reviewers of candidates for tenure and promotion. It was generally agreed that the requirement was to insure that reviewers did not have a vested interest in the candidate’s career. It was also generally agreed that this had led many departments to be overly restrictive and thereby not request reviews that would be very appropriate for fear that the reviews would be discounted by RPT. The Dean assured FAC that this was not the case, and intend to clarify her position in next year’s memo outlining the promotion dossiers.
7. FAC asked about the use and implementation of Digital Measures. Dean Conley has posted the policies for the use of digital measures at http://www.wm.edu/as/dean/digital_measures/index.php. It is not clear how the information will be entered into the database. Dean Conley assured FAC that departments would have the help of graduate assistants, and she also said that entering information into the database will be a requirement for future department and program reviews.