

**Minutes of the Faculty Assembly
Regular Meeting
26 March 2002**

Name	Department	Present	Absent
Robert Archibald	Economics	X	
Jonathan Aries	Modern Languages		X
David Armstrong	Physics	X	
Lan Cao	Law		X
Bob Diaz	Marine Science		X
Dorothy Finnegan	Education	X	
Alan Fuchs	Philosophy	X	
Keith Griffioen	Physics	X	
William Hausman	Economics	X	
Colleen Kennedy	English	X	
Katherine Kulick	Modern Languages	X	
John Lee	Law	X	
Bill O'Connell	Business		X
John Olney	Marine Science	X	
Roger Reis	Education		X
Margaret Saha	Biology	X	
Laurie Sanderson	Biology	X	
Bill Stewart	Business	X	
Larry Ventis	Psychology	X	
Alan Ward	Government	X	

There were no alternates in attendance.

The meeting was called to order at 3:35 p.m. The minutes of the meeting of 26 February 2002 were approved after minor edits.

Standing Committee Reports: Alan Ward (Faculty Affairs Committee) presented committee recommendations for amendments to the proposed Policy on Post-Tenure Review. The amendments were brought to the floor as a series of seconded motions as follows (some of these were affirmations or clarifications of amendments approved by straw vote of the Faculty Assembly in Spring 2001):

A motion to amend Section 3.a. of the proposed Policy on Post-Tenure Review by changing the last sentence to read “ The purpose of post-tenure review shall be to enhance faculty development and maintain the quality of the faculty in teaching, research and service in accordance with the respective missions of the several departments and schools.” The motion passed unanimously.

A motion to strike the following sentence in Section 3.c. “The departments or schools may include in its procedures a provision that the opinion of outside experts may be sought.” The motion passed with a vote of 14 in favor, 1 against.

A motion to change sentence 4 in Section 3.c. to read “The standards shall be applied in a manner that fosters each department or school’s mission and serves to maintain the overall quality of the faculty.” The motion passed unanimously.

A motion to strike sentence 5 in Section 3.c. “Each case shall be judged on its own merits and not by comparisons with past decisions.” The motion passed unanimously.

A motion to strike all text in paragraph 1 of Section 3.d. after the words “unsatisfactory performance” in the first sentence. The paragraph would thus read “All post-tenure reviews, scheduled or unscheduled, shall result in determination of either overall satisfactory or unsatisfactory performance.” The motion passed unanimously. Following this vote, discussion ensued about commendations for service in the post-tenure review reports. It was the consensus of the Faculty Assembly that this amendment to the proposed policy does not preclude any personnel committee of any department or school from commending faculty in post-tenure review.

A motion to replace all text in paragraph 2 of Section 3.d. with the amended text that follows.

“A file of findings and recommendations from (1) the appropriate department or school personnel committee, (2) the department chair, if any, (3) any additional school-wide committee involved in accordance with the policies and procedures established by such school, and (4) the dean shall be compiled.

- i. Where the appropriate committees, the chair, if any, and/or the dean are in agreement that the performance is satisfactory, a report shall be forwarded to the Provost for his/her information.

- ii. Where the appropriate committees, the chair, if any, and/or the dean are in agreement that the performance is unsatisfactory, a performance plan shall be agreed on by procedures set forth in Section III 3.e., and a report shall be forwarded to the Provost for his/her information.
- iii. Where the appropriate committees, the chair, if any, and/or the dean disagree, the file of findings and recommendations shall be forwarded to the Provost for a decision. A finding of overall unsatisfactory performance is subject to a faculty member's rights of appeal according to the standards and procedures set forth in sections III B.12.b. and c. of the Faculty Handbook. Except in extraordinary circumstances, all appeals shall be heard and resolved within thirty days from the date that notice of appeal is given.

The motion passed unanimously.

Following these votes, some discussion ensued concerning other sections of the proposed policy but no motions to amend were made.

Dorothy Finnegan shared her thoughts concerning distribution of upcoming salary bonus among faculty and staff. Some discussion ensued.

Bob Archibald asked for input regarding faculty presentations at the upcoming Board of Visitors meeting.

The meeting was adjourned at 5:25 p.m.

Respectfully Submitted,
John Olney, Secretary