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## Faculty Affairs Committee Minutes of the Academic Senate 2007-11-01

University of Dayton. Faculty Affairs Committee

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Minutes: FACAS Meeting, 11/01/07

Time and Location: 10:30 – 11:45 am, KL 505

Present: D. Biers, G. Doyle (chair), E. Gustafson, P. Johnson, L. Laubach, D. Sink, L. Snyder

Absent: T. Lasley, C. Letavec, Y. Raffoul, R. Wells

1. The minutes from 10/25/07 were approved.
2. Review of the discussion on post-tenure review that took place at the Oct 26 Senate meeting.
  - a. The consensus of the FAC was that the Senate was negative about the philosophy of post-tenure review. There are no consequences for poor performers; it takes faculty time; developmental resources would be spent on deficient faculty rather than those who might be rewarded for doing a good job, etc.
  - b. We need a rationale section before the policy to explain why the senate/faculty should buy into this policy. Three points to make are:
    - i. There is already a post-tenure review policy, approved by the faculty in 1976. This is our opportunity to develop a more acceptable policy.
    - ii. The Board of Trustees has requested that the faculty have a functioning post-tenure policy.
    - iii. There are outside state and federal Accountability Initiatives that may in the future have a negative impact on UD. Universities are being compared, and faculty performance may be one issue.
  - c. George Doyle will ask Joe Untener if he can contact our 25 peer institutions asking them for their post-tenure review policy, and how successful it has been.
  - d. Tom Lasley will be asked to develop a paragraph explaining the significance of outside pressures that will impact UD if it does not have a post-tenure review policy.
  - e. Tom Lasley will be asked to supply the reference for a discussion of summative and formative processes, cited in Section 1.
3. The committee returned to word-smithing the philosophy section of the post-tenure review policy
4. The next meeting will be at 10:30 am on Thursday, November 8, 2007 in KL 533. Note the room change.