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.