FS Academic Freedom and Tenure Committee  
Minutes  
Tuesday, December 4, 2012  
Chemistry Conference Room - 401 BHS  11:00am – Noon

Present: Chris Exstrom (Chair), Roger Davis (Secretary), Nathan Buckner, Marta Moorman, Grace Mims  
Absent: Allan Jenkins, Janet Trewin, Jan Moore

1. Marta Moorman introduced Grace Mims, Chair of Counseling and School Psychology (COE) who will be replacing Marta for the Spring 2013 semester while Marta leads a student program to Peru.

2. The committee continued its detailed review of the UNK Post Tenure Review policy. The following observations emerged from the discussion:
   
   a. The committee continued its review of the definition and relationship of the self-triggered review and the continuing-deficiency review. There was some question about the linkage of the two reviews due to their distinct natures and goals. The self-trigger review is in essence a professional development exercise while the deficiency review is clearly a personnel evaluation process. However, the Chair noted that the Regent Policy 4.3.3 Post-Tenure Review Policy specifically places both side by side in the one policy.

   b. Given the distinct natures of each type of PTR, the committee discussed the composition of the PTR Committee. The document states that a PTR Committee will be appointed in accordance with College policies for annual peer review, and be supplemented with one faculty member, appointed by the Dean, from outside of the department. It was the consensus of the AFT committee that for the deficiency review the committee model might more appropriately be a Promotion and Tenure Committee model rather than the annual review model. The essential issue for both type of PTR Committees is that all stakeholders, both faculty and administration, have clear representation on the PTR Committee.

   c. The committee discussed the definition and documentation of “deficiencies” which would trigger a PTR. How and where are deficiencies defined and where do they formally appear? It seems this would be within the language of department annual and promotion and tenure reviews, but how clear are these and are they universally in place, or do departments need to review this factor in light of the PTR policy?

3. The committee concluded its deliberations at noon. The next meeting will be in January. The Chair will send a Doodle survey around to find a workable date and time. |
Respectfully submitted,

Roger Davis, Secretary