**Committee on Faculty Affairs Minutes  
Feb. 25, 2015**

**Present:** E. Borland, J. Gevertz, O. Hernandez, W. Keep, J. Neves, D. Shaw, V. Tucci (chair), P. Wiita (vice chair), T. Youngblood, S. Arjani

**Excused**: S. Carroll, G. Pogue, J. Row, I. Zake

**Minutes:** The minutes of the Feb.11, 2015, meeting were approved as submitted.

**Discussion on future of CPC with former chairs of CPC**: Susanna Monseau and John Sisko, past chairs of CPC, attended the meeting to discuss this issue. Neither saw a problem with having associate professors on the new committee, noting that there are some departments without full professors. Also, Susanna said the new configuration won’t make the committee’s job that much easier because members already spend most of their time on applications for full professor, and on applications for associate professor in cases where there is some dispute. She said there are fewer problematic applications now because the CPC devised checklists to make the process easier for candidates to follow. They also discussed the CFA’s proposed timelines, with Susanna noting that this would be an AFT issue. She and John both thought the current size of the committee (12 members) was about right; John noted that with a smaller committee, it might take only two “no” votes to stop a candidate’s promotion. Susanna and John also noted that some members didn’t read all of the materials, so it was important for there to be enough other members who had read everything. Paul asked whether they thought the student and peer evaluations were useful. Susanna and John said the student evaluations were useful but not the peer evaluations. Still, they said they would be hesitant to take away anything that told them about a candidate’s teaching, since that was the most important element.

**Discussion on future composition of CPTC and Stuart’s report on determining if colleges have procedures for guaranteeing diversity on their promotion committees:** Given Stuart’s report, and the data we received from HR, Paul said he thought it was going to be hard to restrict CPTC membership to full professors because of the potential for diversity issues. Bill said that when it comes to hiring, there is a supply and demand issue.

**Review of testimony from Open Forum with discussion and decisions:** Val said that at the Open Forum, there was significant opposition to having second- and third-year summative reviews, with people saying it should be second year only unless there were issues. The committee discussed possible options. Jana said candidates were more concerned with the number of reviews than the timing.

Respectfully submitted,

Donna Shaw