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Utah State University
Academic Freedom and Tenure (AFT) Committee

Minutes for meeting held 19 October 2015

In attendance (in person or via dial-in): Grant Cardon, Bruce Duerden, Kathy Chudoba, Troy Beckert, Kurt Becker, Peter Adler, Farrell Edwards, Becky Thoms, Sterling Banks, Susan Talley, Anthony Lott, John Stevens.

Meeting called to order at 3:30 pm, and the minutes from the 9/21/15 meeting were approved.

Old Business

- Review AFT handbook – especially in light of recent grievance experience
 - All AFT members, and particularly those involved in recent grievance hearing, encouraged to review handbook and offer suggestions to make the experience more accessible for future AFT members.
- Nearly-completed grievance (general discussion of process, not details of this case)
 - Hearing completed 10/12/15, panel now has until 11/1/15 to write report and make recommendation to university president.
- Code change proposal in 407.6.4(1) – reason for non-renewal stated in notice of non-renewal (revisited; see summary in 9/21 minutes)
 - After some discussion, the committee decided to table this issue for the time being, primarily for the reason discussed previously – it would be difficult to come up with a code revision that would require the reason for non-renewal be stated in the notice of nonrenewal but also reduce the president’s risk of being named as a respondent. (Excluding the president from being named as a respondent is probably a completely separate issue.)

New Business

- Proposal from Faculty Senate Executive Committee to reduce size of AFT committee (Attachment 1)
 - After some discussion, it was agreed that the committee could support this reduction in size from 15 to 12, as long as the details were clear on how college-elected AFT members would effectively be kicked off the AFT committee when their college’s faculty senator was appointed to the AFT committee. John will communicate this to the Faculty Senate President.
- Review of proposed revisions to section 406 (Attachment 2) – Vince Wickwar
 - After some background from Vince, the committee was charged to carefully read the proposal for AFT-related issues, and make suggestions to Vince (vince.wickwar@gmail.com).

- Other items from committee
 - Troy Beckert raised a concern from his college regarding the eDossier system for new tenure-decision and third-year candidates. Apparently instructions were sent out last week on how to "lock" promotion candidate's dossier's, and candidates were allowed to set the lock time as "no longer than 48 hours after" their committee meeting. In some discussion, the committee's best guess is that this is not unique to that college, and is a well-intentioned allowance for candidates to dot a few more i's, indent stray paragraphs, and the like. However, apparently there was a 2-weeks-after allowance for third-year review candidates, which was misunderstood by some promotion candidate(s?) to apply to them, and they felt prematurely "locked-out". After some discussion, it was decided that from an AFT perspective, it would be best if a uniform cut-off or "lock" timeline was implemented in the eDossier system. 405.6.3 twice mentions only revising the candidate's file prior to the annual meeting of the advisory committee, and the committee suggestion would be to somehow stick to code with the eDossier "lock" time. John was charged to contact Larry Smith with this concern.
 - Next meeting: Monday 11/16 3:30 pm

Meeting adjourned at 4:20 pm.