

Utah State University

DigitalCommons@USU

Faculty Senate & Faculty Senate Executive
Committee

Faculty Senate

2-21-2017

Faculty Senate Executive Committee Agenda, February 21, 2017

Utah State University

Follow this and additional works at: https://digitalcommons.usu.edu/fs_fsexec

Recommended Citation

Utah State University, "Faculty Senate Executive Committee Agenda, February 21, 2017" (2017). *Faculty Senate & Faculty Senate Executive Committee*. Paper 538.
https://digitalcommons.usu.edu/fs_fsexec/538

This Faculty Senate Executive Committee Agenda is brought to you for free and open access by the Faculty Senate at DigitalCommons@USU. It has been accepted for inclusion in Faculty Senate & Faculty Senate Executive Committee by an authorized administrator of DigitalCommons@USU. For more information, please contact digitalcommons@usu.edu.





FACULTY SENATE EXECUTIVE COMMITTEE

February 21, 2017

3:00 – 4:30 p.m.

Champ Hall

Agenda

- 3:00 Call to Order** Vince Wickwar
Approval of Minutes from January 30, 2017 - [link](#)
- 3:05 University Business**.....Noelle Cockett, President
Larry Smith, Interim Provost
- 3:20 Information Items**
1. Parental Caregiving Modified Duties Code Change - [link](#) Ronda Callister
2. Update on Size of Faculty Senate Committee Code Change – [link](#) Vince Wickwar
- 3:35 Reports**
1. Academic Freedom and Tenure Committee - [link](#) Michael Lyons
2. EPC February Report - [link](#) Vijay Kannan
- 3:50 Old Business**
1. Code 405.12 Review of Faculty (Second Reading) – [link](#)..... Ronda Callister
- 4:00 Adjourn**



FACULTY SENATE EXECUTIVE COMMITTEE MINUTES

January 30, 2017 3:00 P.M.

Champ Hall Conference Room

Present: President Noelle Cockett (Ex-Officio), Interim Provost Larry Smith (Ex-Officio), Vince Wickwar (Chair), Ronda Callister (Past President), Kimberly Lott (President-Elect), Michele Hillard (Exec. Sec.), Pamela Martin, David Brown, Leslie Brott, Jeanette Norton, Chris Winstead, Joan Kleinke, Scott Henrie, Mark McLellan, Dennis Garner,

Absent: Lisa Gabbert, Juan Villalba, Rick Heflebower

Guests: Diane Calloway-Graham, Vijay Kannan, Eric Hawley

Vince Wickwar called the meeting to order at 3:00 pm

Approval of Minutes

Approval of Minutes – December 12, 2016

Minutes approved

University Business - Noelle Cockett, President - Larry Smith, Interim Provost

Busy weekend writing the University's response to President Trump's travel ban. There will be an email going to all students, faculty and staff stating that we should be tolerant of all individuals and value their input and support. Students are concerned about how this will affect them. Working with Mica McKinney, legal counsel, to set up a Pro Bono legal clinic with immigration advisors, the Office of Global Engagement. This service will be provided on campus. It is interesting that the International students do not have the same concerns as the undocumented students. It was recommended that the institution use resources like Connections to help get the word out that harassment is not tolerated. There is still some uncertainty as to when to put out a statement and need to find a reliable site that will provide current, accurate information. Currently looking at other universities to see what kind of statements they have put out. If individuals are concerned about the ban they can take action by contacting their local congressman. The university needs to move forward with caution.

Legislative update – Meetings have started. USU will provide a 20-minute State of the University presentation to the legislature this Friday, February 3. USHE institutions will discuss the following items:

1. Salary Compensation
2. Growth
3. Market Demand
4. Performance

USU will get some monies but it will most likely not be everything that has been requested. USU's tuition is one of the lowest and is less than housing and food at most other institutions. Higher Ed is requesting a 3% increase but it appears that it may be more like 2%. The only building request submitted is the remodel of BNR. That request was previously approved. Just waiting to see if we get the money this year or next.

Information Items

Duo Two-Step Login – Eric Hawley

In an effort to increase security not only at USU but in the entire Utah System of Higher Education (USHE) a letter was sent out requesting assistance in establishing a uniform security platform. Each USHE institution will be required to have/implement the following:

Multi Factor Authentication for all faculty and staff. This applies to all university employees. If you find a group that might need this access that is not an employee contact Eric Hawley. Currently, this is considered the best proactive practice. The best thing about this is that an individual's smart phone or iPad will notify them that some activity has taken place using their user name and password. If an individual doesn't have a cell phone to get the information a key fob can be purchased that will allow them to receive the information. The University is not

providing central funding for key fobs. The University of Utah has already established and implemented this process and we will be able to learn from their successes and/or failures. Once this in place on campus we will eliminate all annual password updates. Individuals can go to: www.duo.usu.edu for more information. The update is available now to use and Information Technology (IT) would like any feedback. IT will be going out to departments and offices to present this information. Enrollment is optional until April 20.

Motion to move to Faculty Senate agenda made by Ronda Callister. Seconded by Kimberly Lott. Moved to Faculty Senate.

Parental Caregiving Modified Duties Code Change – Ronda Callister

Hold until February FSEC – March FS

Code change on committee size is on the President's desk, awaiting Executive Committee approval. Once approved, it will go to the Board of Trustees in March.

FDDE Committee has not met since the chair left USU for another position. Faculty Senate President is working with them to get back up to speed and elect a chair in preparation for a smooth April transition. FS President will be calling a meeting tomorrow.

Motion to request and set up a meeting with the FDDE Committee made by Ronda Callister. Seconded by Jeanette Norton Meeting approved..

Reports

Budget and Faculty Welfare Committee Annual Report – Diane Calloway-Graham

Met with Noelle regarding the Fair Labors Standard Act and discussed exempt vs. non-exempt employees.

There were not a lot of feedback or complaints on what happened. Working this semester on meeting the President and finding out what her priorities are. Going to meet with Dave Cowley in reference to the concerns with the new President/Administration and health care. Right now there is a concern about grad students who lose their aggie email and library privileges during the summer. If students aren't registered for fall they will lose their email.

Motion to move the Budget and Faculty Welfare Committee report to Faculty Senate made by Chris Winstead.

Seconded by Ronda Callister. Report moved to Faculty Senate.

EPC Report (January) – Vijay Kannan

Ed Reeve was in a serious snowmobiling accident. He has had surgery and will be coming back to Cache Valley today. Vijay Kannan will provide the EPC reports until his return.

Course approvals = 38

R401 program proposals = 5

Motion to move the EPC report to Faculty Senate made by Kimberly Lott. Seconded by Ronda Callister. Report moved to Faculty Senate.

New Business

Annual Review of Faculty – Ronda Callister

This proposal was approved by FS last year but was turned down by the Executive Committee. It is being brought back due to faculty expressing some concerns. Faculty seem to be feeling a diminishing lack of governance. Met with the Interim Provost and received some more updates/changes. It was determined that a vote should be taken once every year on procedures and that it is easier to stay in compliance if it is on a yearly basis. This language is going to be discussed at the Dean's Council next Monday. Ronda will attend that meeting and be able to explain the rationale. Important to be explicit that departments really need to know in the fall if the criteria or process to be used in the spring is okay or not.

Motion to move business to Faculty Senate made by Leslie Brott. Seconded by Jeanette Norton. Moved to Faculty Senate.

Adjournment: 4:12 pm

Minutes Submitted by: Michele Hillard, Faculty Senate Executive Secretary, 797-0121



POLICY MANUAL

Number #366.1

Subject: Parental Caregiving with Modified Duties (PCMD)

Covered Employees: Tenured and Tenure-Track Faculty

Date of Origin:

366.1 POLICY

Entrance into the Parental Caregiving with Modified Duties (PCMD) program is available to faculty who meet the eligibility requirements and obtain administrative approval. Administrative approval may be granted after determining that the PCMD leave request is in the mutual best interest of the faculty member and the University. PCMD leave is a privilege granted at the University's discretion.

Parental caregiving with modified duties (PCMD) is designed to allow all faculty to request relief from six credit hours of teaching for one semester either spring or fall due to the birth or adoption of a child, while continuing to perform other job responsibilities. The faculty member will be expected to continue professional activities such as research and working with graduate students. Fulfilling these expectations will prevent students from being disadvantaged by the disruption of instruction and grading that might be caused by having an instructor take time off during the middle of a semester. Faculty who teach more than six credit hours may choose to receive additional reduction in teaching credit hours with a reduction in salary commensurate with the number of credit hours.

Under this policy, PCMD shall begin January 1 for spring semester and July 1 for fall semester and, no more than three (3) months prior to the expected birth/placement of a child and no more than twelve (12) months following the birth/placement. A semester, for purposes of this policy, is defined as January 1 – June 30 for Spring and July 1 – December 31 for Fall semesters.¹

1.1 Eligibility

¹ This policy is designed to be used in either fall or spring semesters because faculty are normally paid in summer for their work in spring and fall terms. Using this policy in the summer requires negotiations with the Department Head and Dean to develop a plan and approval from the Provost. A plan should include the sources of funds and explain the circumstances that create the necessity of using PCMD in the summer.

- (1) All faculty, both male and female, are eligible for PCMD.
- (2) The faculty member must be the primary caregiver for the newborn or adopted child during the period that PCMD is in place.
- (3) An adopted child must be under the age of six or a special needs child under 18 years of age. A special needs child is one who is incapable of self-care on a daily basis because of physical or mental disability.
- (4) A faculty couple jointly sharing responsibility as primary caregivers for a child may split the use of PCMD and each receive relief from one-half of their teaching for a semester. Each faculty member would then receive 95% of their salary during the 16 week semester (or two different semesters) that they use the PCMD policy.

366.2 PROCEDURES

2.1 Initiating Parental Caregiving with Modified Duties

- (1) To initiate PCMD, the faculty member will submit a formal request as soon as possible on the PCMD form provided by Human Resources, stating the dates during which he/she will activate PCMD. The faculty member will affirm that he/she will be the primary caregiver for the child during the semester in which the PCMD is used.
- (2) The request will be approved by the department head, academic dean or vice president for extension, and, where applicable, the chancellor or regional dean, and the provost, and submitted to Human Resources.

2.2 Tenure and Post-Tenure Review Extensions

Upon approval of a PCMD request, a tenure-eligible faculty member may seek a one-year extension of her/his pre-tenure probationary period (Policy 405.1.4(4) Tenured and Term Appointments: Evaluation, Promotion and Retention). If applicable, post-tenure review (Policy 405.12.2) may be postponed for one year if PCMD is used.

2.3 Obligation to Return

The faculty member is obligated to return to university service for at least one semester following the use of PCMD. If the faculty member does not return to university service, he/she will owe the university the amount of salary released by the PCMD (10%) plus any other funding used to cover the costs of the faculty member's teaching assignment.

2.4 Funding this Leave

- (1) The faculty member receives 90% of base salary during the 16-week semester that he/she is on PCMD. The remaining 10% of the faculty member's salary shall remain

in the department to be used to cover the costs of the faculty member's teaching assignment. If the cost to cover classes is over 10% of the base salary, then:

- (a) The Provost Office will contribute 34% of the remaining costs to cover the wages of the teaching replacement after the faculty member's 10% has been applied;
- (b) The college will contribute 33% of the costs to cover the wages of the teaching replacement after the faculty member's 10% has been applied; and
- (c) The faculty member's department will contribute the final 33% of what remains of the costs to cover the wages of the teaching replacement.

If any salary is received from grants or contracts, that portion must be based on actual effort performed for the award and all award requirements must be met. The university shall not be obligated to pay more than the amount of PCMD compensation that, when added to the outside source of compensation, will equal 110% of the faculty member's full regular salary for the period of leave.

2.5 Relationship to Other Policies

- (1) Family and Medical Leave Act. Parental Caregiving with Modified Duties (PCMD) under this policy will run concurrently with FMLA leave (Policy 351 Family and Medical Leave) if applicable. No intermittent leave may be used for PCMD.
- (2) Maternity/ Short-term Disability Leave. If an eligible faculty member has short-term disability leave available, at the employee's discretion, the employee may choose to use the maternity portion of this leave instead of PCMD.
- (3) Sick or Annual Leave. Sick or annual leave may not be used in conjunction with PCMD.
- (4) Sabbatical or Other Leave. Other leave that has been taken or is scheduled to be taken by a faculty member shall not preclude eligibility for PCMD benefits under this policy. PCMD taken under this policy shall have no bearing on eligibility for subsequent sabbatical leave for the faculty member.

2.6 Semester for PCMD

In most cases, the semester requested by the faculty member will be approved. However, when teaching assignments are unbalanced across semesters, the semester approved for PCMD will be negotiated with the department head. The leave cannot span over two semesters.

366.3 RESPONSIBILITY

Department Head or Supervisor

The department head or supervisor will be responsible for finding replacement instruction to cover the courses the faculty member using PCMD would normally have taught for the semester.

Faculty Member

An eligible faculty member should notify her/his department head of a request for PCMD as soon as possible. This notice would normally be no fewer than four months prior to the expected arrival of the child; however, it may not be possible to provide this much notice. Administrators in Library and Extension are encouraged to explore the possibilities of making this policy work in their units.

Human Resources

Human Resources will provide an application form for faculty to request the PCMD.



POLICY MANUAL

FACULTY

Number 402

Subject: The Faculty Senate and Its Committees

Effective Date: July 1, 1997

Revision Dates: November 16, 2001, April 29, 2002, January 12, 2007, April 30, 2007, March 6, 2009, August 13, 2010, July 8, 2011, January 6, 2012, February 28, 2014, May 2, 2014, May 1, 2015, July 17, 2015, October 30, 2015, March 4, 2016, May 6, 2016.

Date of Last Revision: June 24, 2016

402.12 SENATE STANDING COMMITTEES

12.3 Academic Freedom and Tenure Committee (AFT)

.....

(2) Membership.

The Academic Freedom and Tenure Committee consists of the following members:

(a) three faculty members appointed from the elected faculty senators by the Committee on Committees each representing different colleges, and (b) one faculty member elected by and from the faculty in each of the remaining academic colleges, Regional Campuses, USU Eastern, Extension, and the Library; for a total of 12 members on this committee.

NOTE: Three committees have no changes beyond the changes incorporated in this description including: BFW, FEC and FDDE.

(3) Election and appointment of members; terms.

Committee members elected from the faculty shall be elected and will serve terms in accordance with policy 402.11.2. Committee members appointed from the Senate shall be selected in accordance with policy 402.12.2(4) and will serve three year terms (see also policy 402.11.2).

(4) Officers.

(a) Eligibility; election; term. No later than the last day of the Spring semester (before the terms of the newly elected members begin), the Committee shall elect from among its members a new chair and vice chair, each to serve a one-year term beginning July 1. Any member who has at least one year remaining in a committee term or who has been re-elected to an additional, successive term is eligible to serve as chair or vice chair.

12.4 Budget and Faculty Welfare Committee (BFW) (no changes)

(1) Duties.

The duties of the Budget and Faculty Welfare Committee are to (a) participate in the university budget preparation process; (b) periodically evaluate and report to the Senate on matters relating to faculty salaries, insurance programs, retirement benefits, sabbatical leaves, consulting policies, and other faculty benefits; (c) review the financial and budgetary implications of proposals for changes in academic degrees and programs, and report to the Senate prior to Senate action relating to such proposals; (d) report to the Senate significant fiscal and budgetary trends which may affect the academic programs of the university; and (e) provide faculty representatives for the Benefits Advisory Committee (BAC).

(2) Membership.

The membership, election, and appointment of members; term of members; officers; and meetings and quorum of the Budget and Faculty Welfare Committee shall be parallel to those of the Academic Freedom and Tenure Committee, as stated in policy 402.12.3(2) through 12.3(5).

12.5 Professional Responsibilities and Procedures Committee (PRPC)

(1) Duties.

The Professional Responsibilities and Procedures Committee shall advise the Faculty Senate regarding composition, interpretation, and revision of Section 400 in University Policies and Procedures. Recommended revisions shall be submitted to the Senate for its consideration. The procedures for code amendments are specified in Section 202 of the USU Policy Manual.

(2) Membership.

The membership of this committee will consist of seven Faculty Senators members appointed by the Committee on Committees. ~~-, election, and appointment of members; t~~Term of members; officers; and meetings and quorum of the Professional Responsibilities and Procedures Committee shall be parallel to those of the Academic Freedom and Tenure Committee, as stated in policy 402.12.3(2) through 12.3(5).

12.6 Educational Policies Committee (EPC)

(1) Duties.

The major function of this committee shall be to serve as the Senate committee on educational policy, including program discontinuance for academic reasons (policy 406.2). In addition to conducting studies and making recommendations as specifically instructed by the Senate, the committee itself may initiate such activities. Routine actions taken under established policy, such as approval for specific course changes, additions, or deletions, shall be submitted to the Senate as information items. All policy recommendations and major actions shall be referred to the Senate for approval or disapproval. Specific duties of the Educational Policies Committee shall include consideration of standards and requirements for university designated honors such as cum laude, magna cum laude, and summa cum laude.

(2) Membership.

The Educational Policies Committee consists of the executive vice president and provost or designee; one faculty representative from each academic college, Regional Campuses, USU Eastern, ~~Extension~~, and the Library; one faculty representative from the Graduate Council; the chairs of the EPC Curriculum Subcommittee, General Education Subcommittee, Academic Standards Subcommittee, two student officers from the elected USUSA student government and one elected graduate student representative. The faculty representatives are elected to the committee in accordance with policy 402.11.2. Note of explanation: Extension has no independent curriculum. There is no need for someone from Extension to sit on this committee.

(3) Term of members.

The term of office for faculty members on the Educational Policies Committee shall be in accordance with policy 402.11.2. The term of office for student members shall be one year.

12.7 Faculty Evaluation Committee (FEC) (no changes)

(1) Duties.

The Faculty Evaluation Committee shall (a) assess methods for evaluating faculty performance; (b) recommend improvements in methods of evaluation; and (c) decide university awards for Eldon J. Gardner Teacher of the Year, Undergraduate Faculty Advisor of the Year, and Faculty University Service Award.

(2) Membership.

The committee shall consist of one faculty representative from each academic college, Regional Campuses, USU Eastern, Extension, and the Library, two student officers from the USUSA and one elected graduate student representative. The faculty representatives are elected to the committee in accordance with policy 402.11.2. The committee will elect a chair annually, preferably at the last meeting of the academic year.

12.8 Faculty Diversity, Development, and Equity Committee (FDDE) (no changes)

(1) Duties.

The duties of the Faculty Diversity, Development, and Equity Committee are to: (1) collect data and identify and promote best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels; (2) provide feedback and advocate processes for faculty recruitment, promotion, and retention that promote diversity, fair pay standards, and work/life balance for the faculty; (3) report on the status of faculty development, mentoring, diversity, and equity; and (4) make recommendations for implementation of proposals related to faculty diversity, development, and equity.

(2) Membership.

The membership, election, and appointment of members; term of members; officers; and meetings and quorum of the Diversity, Development, and Equity Committee shall be parallel to those of the Academic Freedom and Tenure Committee, as stated in policy 402.12.3(2) through 12.3(5).

Academic Freedom and Tenure (AFT) Committee, Utah State University
Report to the Faculty Senate for Calendar Year 2016

Membership

Agriculture and Applied Sciences – Grant Cardon

Arts – Bruce Duerden

Business – Kathy Chudoba

Education and Human Services – Troy Beckert

Engineering – TBN

Humanities and Social Sciences - **Michael Lyons**

Natural Resources – TBN

Science – Farrell Edwards

Libraries – Sandra Weingart (Vice Chair)

Extension – Sterling Banks

Regional Campuses – Susan Talley

USU Eastern – Anthony Lott

Senate – Michael Lyons (Chair)

Senate – Suzie Jones

Senate – John Stevens

Mission as Defined in USU Policies and Procedures

The AFT Committee meets during the academic year to discuss “matters related to academic freedom, tenure, promotion, dismissals, and other sanctions; and actions alleged not to be in accordance with the adopted standards, policies, and procedures of the University” [Policy 402.12.3(1)(a)].

Committee Business 2016

The committee discussed several matters during its Spring 2016 meetings including the “advisory” nature of tenure and promotion advisory committees (Policy Manual 405), and the current university procedures for communicating to a faculty member a decision not to renew a that faculty member for continued employment. Some committee members did express concerns about these procedures, and the committee will discuss them again at its March, 2017 meeting. None of these discussions resulted in a decision to take formal committee action.

The committee also responded to a request from the Provost’s Office to consider situations where a possible conflict of interest might arise when a student enrolls in class conducted by faculty member parent, or other family member. The committee determined that such occurrences are rare, and that it appeared that faculty members and department heads were handling the problem in a reasonable and professional manner.

No business has yet been referred to the AFT Committee by the Faculty Senate or by the

Provost during the 2016-2017 Academic Year; nor have any faculty grievances, or faculty requests or inquiries been filed with the committee.

The Committee will meet in March, 2017 to discuss any issues that the members wish to bring before the Faculty Senate, the USU Provost or the USU President.

Michael Lyons
Associate Professor, Political Science
AFT Committee Chair

Report from the Educational Policies Committee February 2, 2017

The Educational Policies Committee (EPC) met on February 2, 2017. The agenda and minutes of the meeting are posted on the Educational Policies Committee web page (www.usu.edu/epc).

During the February 2, 2017 meeting of the Educational Policies Committee, the following actions were taken.

Approval of the report from the Curriculum Subcommittee meeting of February 2, 2017 which included the following actions:

- Approval of requests for 15 course actions.
- Approval of a request from the Department of Computer Science in the College of Engineering to offer a Minor in Computer Science Teaching pending minor revision.

Approval of the report from the General Education Subcommittee meeting of January 17, 2017 which included the following actions:

- Approval of seven requests for QI/CI designation

Approval of the report from the Academics Standards Subcommittee meeting of January 12, 2017 which included the following action:

- Approval of a proposal to accept the most recent grade from a repeated course rather than the highest grade in calculating GPA.
- Approval of a proposal to establish a policy that to earn an Associate's degree a minimum number of credits/credits at C- or above must be earned.
- Approval of a proposal that students admitted starting Fall 2013 who have earned more than 158 credits may be charged double in-state tuition consistent with Board of Regents Policy. Students admitted prior to Fall 2013 may be charged the higher rate if they have earned 170 credits or more.

Existing Code

405.12 REVIEW OF FACULTY

12.1 Annual Review of Faculty

Each department shall establish procedures by which all faculty shall be reviewed annually. This evaluation shall review the work of each faculty member in a manner and frequency consistent with accreditation standards. In the case of tenured faculty, this evaluation shall encompass a multi-year window of performance that covers a five-year span. Such reviews shall, at a minimum, incorporate an analysis of the fulfillment of the role statement. The basic standard for appraisal shall be whether the faculty member under review discharges conscientiously and with professional competence the duties appropriately associated with his or her position. The department head or supervisor shall meet with the faculty member annually to review this analysis of the fulfillment of the role statement and, subsequently, provide a written report of this review to the faculty member. A copy of this report shall be sent to the academic dean or vice president for extension, and, where appropriate, chancellor or regional campus dean. The annual evaluation and recommendation letter by the department head or supervisor developed for tenure-eligible faculty as part of the promotion and tenure process (405.7.1 (3)) may not serve as a substitute for this annual review letter for salary adjustment. For faculty with term appointments, the annual review shall also include a recommendation regarding renewal of the term appointment.

Proposed Code

12.1 Annual Review of Faculty

The faculty (as defined in 401.3 and 401.4) and department head of each department shall work together in consultation with the dean to establish procedures by which all faculty shall be reviewed annually. During fall, semester in preparation for spring annual reviews, procedures will be agreed upon by majority vote of the department faculty. at minimum once every three years. If the procedures do not pass the majority vote, the department faculty must establish new procedures approved by the dean before the next annual reviews begin. This ~~The evaluation shall review the work of each faculty member in a manner and frequency consistent with accreditation standards. In the case of tenured faculty, t~~ This evaluation shall encompass a multi-year window of performance that covers a five-year span (to meet the requirements of post-tenure review for tenured faculty). Such reviews shall, at a minimum, incorporate an analysis of the fulfillment of the role statement. The basic standard for appraisal shall be whether the faculty member under review discharges conscientiously and with professional competence the duties appropriately associated with his or her position.

The department head or supervisor shall meet with the faculty member annually to review this analysis of the fulfillment of the role statement and, subsequently, provide a written report of this review to the faculty member. A copy of this report shall be sent to the academic dean or vice president for extension, and, where

appropriate, chancellor or regional campus dean. The annual evaluation and recommendation letter by the department head or supervisor developed for tenure-eligible faculty as part of the promotion and tenure process (405.7.1 (3)) may not serve as a substitute for this annual review letter for salary adjustment. For faculty with term appointments, the annual review shall also include a recommendation regarding renewal of the term appointment.