

**Faculty Council
Meeting Minutes
September 20, 2007**

Present: Julio de Paula, Dean of the College; Jane Hunter, Associate Dean; Cliff Bekar, Associate Professor of Economics; Mervyn Brockett, Assistant to the President; Ken Clifton, Associate Professor of Biology; Dinah Dodds, Professor of German; Deborah Heath, Associate Professor of Anthropology; and Kara Thieleman, Administrative Assistant and recorder.

Announcements:

None

AGENDA ITEMS:

1. Discussion of review process for associate professors: Dean de Paula asked for feedback on a draft he had sent out, which included background, rationale and process.

After the council had discussed the draft, Dean de Paula outlined an alternative process based on their recommendations: At some point after tenure, a candidate may opt for a conversation with the Dean to plan for the future. The timing could be coincident or not with salary review. The goals of the conversation would be to come up with a plan for the future and address informational issues, set expectations, and perhaps involve the CPT.

The council decided to make a conversation with the Dean at the three-or four-year mark mandatory but felt that eliciting a response from other colleagues can be voluntary. There needs to be clarity as to what the discussion will entail. Another conversation could happen two or three years later, possibly involving the CPT and submitting an application for promotion. The check-in with the Dean could be biennial. There would be a chance to address any discrepancies between the candidate's view of his or her work and what the review indicates.

Next meeting: Thursday, September 27, 1:50 p.m.