

FCPT Meeting, March 30, 2005

Attendees: Karen Landenberger, Mike Kalton & Tracy Thompson

We discussed our upcoming schedule of meetings:

1. Wed, 4/6 – Meeting is cancelled.
2. Wed, 4/13 – Tracy is still waiting to hear whether Urban Studies can meet on this day. Business can meet (12:45-1:45 in CP103). If Urban Studies can meet, Tracy & Mike will meet with Business, and Mike & Steve will meet with Urban Studies (room tba).
3. Tues, 4/19 – Karen & Marcy will meet with Education faculty, 10-10:45 in WCG 209.
4. Wed, 4/27 – Karen, Mike, Steve, Tracy & Marcy will participate in Jack Nelson's meeting with untenured faculty. Tacoma Room, 1-3.

We also discussed meeting with Directors. Tracy will investigate their meeting schedule.

Proposed Agenda for Meeting with Directors (list of issues to discuss with them):

1. P&T letters to external reviewers – how much do we want to standardize?
 - a. Consistency of campus description (R1, teaching, metropolitan?)
 - b. Content in letter that describes the program:
 - i. Stage in growth
 - ii. Size
 - iii. Degree of interdisciplinarity
 - iv. Expectations re. mix of teaching, service, scholarship & definition of scholarship
 - c. Difference between letters for tenure / promotion to associate & tenure vs. promotion to full
 - i. International reputation for scholarship should only be for promotion to full (not associate)
 - ii. One might argue that we, as a campus, allow for divergence in larger, “institutionalized” standards for promotion to associate. What about promotion to full? What does it mean to be full on our campus? Are these “traditional” standards or are we willing to consider alternative definitions of what a full is?
 - d. Might we consider posting examples of letters from each program on the FCPT website to increase transparency for untenured faculty?
2. Mentoring. How to foster it?
 - a. Mentees: Some people find the mentors they need on their own and others actively resist or eschew mentoring. For those that fall in between, how can we help them to build relationships with tenured faculty who can mentor them?
 - b. Mentors: How can we encourage tenured faculty to mentor?
3. P&T committee formation process
 - a. Do we have any shared institutional criteria on what makes an appropriate committee?
 - b. What happens if directors and candidates do not come to consensus on a review committee?
4. Any other issues re. P&T that you see as important?