

Review and Planning Committee Minutes, April 2, 2003

Meeting began at 3:30 p.m.

PRESENT: Allen, Geffert (Chair), Dreier, Hamlin, Larson, May, Norton, Odell, Paddleford, Robinson, Solid, Umbanhowar, Wojick. Guests: Emery, Loftus, Ostebee

APPROVAL OF MINUTES

- Minutes were approved with no corrections.

DISCUSSION OF SPLIT OF FACULTY MANUAL AND RPC 02/03 7-9

- Discussion began with Emery distributing a copy of letter to RPC detailing concerns about specific language in RPC 02/03-9 and more generally the status of Handbook, procedures for changing handbook and the need (or not) for faculty input into changes.
- Much of the concern about 02/03-9 centered on current language in FM about six month paid sick leave and loss of that "benefit". It was pointed out that most of language currently in FM will be moved to handbook which then led into an extended discussion of (a) what is meant by a benefit and types of benefits, (b) the fact that paid sick leave assumes that granting of sick leave which is completely at discretion of administration, (c) legal status of handbook vs. manual, and (d) current faculty control (or lack there-of) of Faculty Manual relative to Board, and (e) desirability of having language in Handbook in place before moves are voted on.
- Loftus and others noted that if a procedure, rule, etc. is written down by College then it is legally binding which suggested again that both (or at least parts of both) FM and Handbook are in fact contractual. The key issue is who can change this contract between College and faculty. As envisioned by Board and RPC, changes to Manual could be proposed by Board or Administration or faculty and would need to be voted on by Board and Faculty although the faculty vote would be advisory only (this was sticking point three years ago) while changes to the Handbook would come from the Board or Administration and RPC would be given a set period of time to review the changes and raise questions or concerns as necessary but changes would not formally require vote of whole faculty.
- We discussed advantages and disadvantages of keeping general language in FM referring to specific "benefits" but describing specifics of "benefits" in handbook.
- Committee decided that there were enough questions of both a specific and general nature that it would pull from consideration RPC 02/03 9 at the April 3 Faculty Meeting.
- Subcommittee on FM of RPC agreed to bring language describing review of changes to Handbook as well as a possible outline for Handbook.

CHANGES TO T & P PROCEDURES

- Paddleford began by summarizing changes that she and rest of T & P subcommittee had been working on concerning initiation tenure and promotion reviews.
- Conversation focused on language of "initiator" who normally is Dept. chair but who may in unusual circumstances be Dean or Associate Dean but not the President.
- Committee continued with discussion of desirability (or not) of standardizing procedures for polling Department members about support (or lack thereof) for a individuals candidacy.
- Suggested changes to language green sheet were recorded and will be brought to next meeting of RPC.

Meeting adjourned at 5:04.56.

Respectfully submitted,
Charles Umbanhowar Jr., Secretary