

APPROVED

UNIVERSITY REVIEW COMMITTEE

Friday, February 25, 2022

9:30 AM via ZOOM

Members Present: Roberta Trites (non-voting); Frank Beck, Chad Buckley, Kevin Edwards, Ron Guidry, Miranda Lin, Melissa Oresky.

Absent: Bo Park, O. Erin Reitz

Minutes

Chad Buckley called the meeting to order at 9:30 a.m.

--URC supported the PHI Dept. request for an early start to their new ASPT revisions, which they need in place to conduct DFSC business.

--ASPT Article IX revisions: URC had another detailed discussion of the rare occurrence of hire-with-tenure. Like our earlier discussions, there is general agreement that Departments know their discipline best, and are well equipped to make such hiring decisions, which will affect them the most. Discussed an external suggestion to limit hire-with-tenure based on the rank of the candidate's Institution. It was considered that a new introduction of external institutional rankings and classifications into the ASPT sets a poor precedent; these change over time, and are not informative about the performance of individual faculty (the subject of ASPT). In general, successful organizations maintain the flexibility to recruit strong talent wherever it is found. Based on these considerations, URC declined to change the original proposal in this regard. Other parts of the new passage were clarified.

--Timing of Mid-probationary reviews was clarified.

--External evaluation letters: Discussed the roles of Senate vs URC in soliciting input from faculty on new policies like this. Considered revision to the mechanism of soliciting external letters: more than one letter will be required, and evaluators should be supplied with information on faculty start-up packages and other ISU support to the candidate. This may provide internal incentives for ISU to enhance faculty support, e.g. for travel. URC has at this point done what it can to integrate faculty comments and alleviate concerns about adding peer review, and Senate will decide this semester.

--Discussed status of writing Minutes based on zoom recordings of the Spring URC meetings.

Meeting adjourned at 10:30 am.