

Appointment, Rank and Tenure Committee External Minutes

1 March 2007

Present: Kevin Fiene, Kit Kleinhans, Keith McClung, David McCullough, Ferol Menzel

Guest present: Fred Ribich

The meeting was called to order at 4:05 PM in WBC 101.

The minutes from the meeting of 13 February 2007 were approved.

Committee members had lengthy discussion with Fred Ribich about the value of SRIs (Student Ratings of Instruction) as an indicator of teaching performance. Issues raised included the impact of class size and student motivation on ratings, as well as the importance of having a high percentage return rate.

+ Committee asked Ribich to prepare a sample report based on deciles rather than quartiles.
+ Committee will review SRI form to suggest possible revisions to front and back of the form, as well as possible change in which indicators should be reported to the Dean and department chairs.

ART endorsed the following statement for distribution to the faculty:

2007-2008 Faculty Salaries

- The Board approved a 3% salary pool for the 2007-2008 academic year.
- Of that 3%, 2% was distributed across the board.
- Full Professors all received at least \$1000 in addition to the 2% across the board, thus giving all full professors at least a 3% salary increase.
- Assistant Professors and Associate Professors received at least \$600 in addition to the 2% across the board salary increase.

ART members should remind faculty that the Handbook-mandated raises for the nine faculty newly approved for promotion had a significant impact on the distribution of the salary pool for 2007-08.

There was no discussion at Board level of ART's proposal to alternate percentage raises and dollar-amount raises in future years.

ART clarified the promotion status of a faculty member.

Dean Menzel announced that three candidates for the Saemann Chair will be interviewing on campus the week after break. The Dean asked the committee to review the section of the Faculty Handbook [2.7.7.2.1] that specifies the procedures to be followed in considering a candidate for tenure upon appointment.

Chair McCullough has reminded the President's Office to distribute the evaluation for the Vice President for Academic Affairs.

The committee adjourned at 5:15 PM.

Respectfully submitted,

Kit Kleinhans

Approved 3/20/2007