

Wednesday, March 20, 2019

# CAFNR Policy Committee Meeting Minutes

## Attending

Tom McFadden, Committee Chair

Andrew Clarke

Peter Cornish

Jere Gilles

Toshi Ezashi

Dave Larsen

Mengshi Lin

Laura McCann

Rebecca North

Peter Scharf

Teresa Davis, Staff Support

Guest: Harvey James, Jr.

## Discussion

### I. CAFNR Promotion and Tenure Guideline Revisions

Tom McFadden (chair) welcomed committee members and invited guest Harvey James, Jr., Chair of the CAFNR Promotion and Tenure Committee, to provide an update on progress toward revised P&T guidelines for the college.

Dr. James stated that CAFNR bylaws are dated and need revamping. He indicated that the P&T committee has done some work on the timeline based upon the Provost's Call Letter. All of the bylaws need to be carefully reviewed.

Dr. Laura McCann asked how the Policy Committee could help in updating troublesome language.

Dr. James suggested that the revisions should align substantially with the Provost's Call Letter. The revisions should also address candidates with joint appointments. All revisions should align with UM System Collected Rules & Regulations.

All three of the following should be addressed:

1. Dates
2. Dossier
3. Standards – what are we looking for?

Extension may need to be its own section (not combined with resident teaching). There are many complex issues to consider.

The Campus Promotion and Tenure Advisory Committee strongly suggests that each division have their own guidelines. Not sure of the timeline for that process yet. Regardless, we need to update the College guidelines.

Suggested process:

1. Form joint subcommittee between CAFNR P&T and Policy Committees
2. Appoint chair of subcommittee (7 members)
3. Solicit feedback from
  - a. DDs and P&T chairs
  - b. CAFNR reps on campus committee
  - c. MU taskforce reps
  - d. CAFNR faculty (thru Policy Committee representatives)

Policy Committee to write the policy; P&T committee to implement policy.

Motion by Tom McFadden: “Each CAFNR division/school shall have its own P&T guidelines and make them available to all faculty.” Seconded by Jere Gilles.

Timeline? Discussion ensued and the motion was tabled.

Dr. McFadden thanked Dr. James for joining the committee for this discussion.

## **II. Student Fee Increase**

Dr. McFadden received no response on the dean’s request for feedback from policy committee members on the proposed CAFNR Student fee increase – except from Andrew Clarke. How would the committee propose responding to the dean?

It was suggested that faculty would like to see prioritization and transparency with regard to how fees are allocated once they are collected. The formula for allocation may need to be re-evaluated from time to time.

Dr. McFadden indicated that he would put together a draft of feedback and discussion today and send it around to the committee for review before forwarding to the dean.

Concern was expressed about the “math” – most students take more than two courses in their major per semester in junior and senior years. The fees are really over two years (not four years).

What will the revenue generated from these fees support? Programs? TA positions? Need better explanation – more understandable.

## **III. Other Business**

Emeritus designation – need to discuss further regarding eligible faculty (paid vs. unpaid employees).  
CRR issue – no policy in CAFNR.

**Motion to adjourn – approved by departure!**

Respectfully submitted,

Teresa L. Davis  
Senior Executive Assistant to the Vice Chancellor and Dean  
College of Agriculture, Food and Natural Resources