

Professional Standards Committee Minutes

September 23, 2004

Members present: Bill Breitenbach, Kris Bartanen, Sue Hannaford, Grace Kirchner, Sarah Moore, John Riegsecker, Keith Ward, Carolyn Weisz

The meeting was called to order at 8:00.

Minutes for the September 16 meeting were approved as corrected.

After several brief announcements, the chair turned the committee's attention to an inquiry brought to the PSC by Dean Bartanen. Dean Bartanen explained that she was seeking advice from the committee regarding what options are available when two colleagues are in a situation of long standing discord, and at least one of the two individuals feels that for the colleagues to continue to participate in one another's evaluations is unhelpful.

The PSC offered Dean Bartanen the following summary as advice to her query.

- (1) The Faculty Code has many places with language pointing to the importance of participation in colleagues' evaluations as part of our acceptance of self-governance. Moreover, the code emphasizes the importance of participating with fairness and integrity during such evaluations.
- (2) The PSC also notes that there is an existing provision in the code (Section 4, subsection a(3e)) that might be used to recuse an individual from a colleague's evaluation. Implementation of this option is a formal process and would need to be worked out with the evaluatee, head officer, dean, and FAC in advance of the evaluation process.
- (3) If no agreement can be reached, then the default procedure could be that a person who feels harmed by a colleague's participation files a formal grievance.

In the limited time remaining, the chair turned the committee's attention to the three big items looming on the PSC's agenda: defining working days, rewriting "Appendix B" of the old code so that its internal references are consistent with the new code, and other housekeeping changes, including departmental appeals. After some discussion, the committee decided to start the next meeting by discussing amendments to Appendix B made necessary by the adoption of the new code, and then move onto the issue of working days.

The meeting adjourned at 8:44.

Respectfully submitted,

Susannah Hannaford