I. Call to order
Chair Anderson called the meeting to order at 4:02 p.m.

II. Roll call

III. Approval of the minutes of November 13, 2012
Minutes were accepted as presented.

IV. Approval of the agenda
The agenda was accepted as presented.

V. Announcements and reports

1. Report from URSTPC Committee of the whole on proposed revisions to faculty RST procedures and guidelines: Chair Anderson wanted to recognize and thank the committee of the whole members by name: Barbara Barnet, Benjamin Collins, Elizabeth Frieders, Margaret Karsten, Mesut Muslu, Elmo Rawling, George Smith, Kory Wein, Scott White, and David Van Buren, for all of their hard work on this project. Elmo Rawling reported that after 51 meetings, the committee had completed a draft of proposed changes to the current faculty personnel policies and procedures that would include changes to committee structures and memberships, as well as changes to the promotion in rank, salary, renewal, and tenure processes. Part II of the Bylaws would be affected by the approval of the current changes, and Part III of the Bylaws would be eliminated.

VI. Appointments
None at this time.
VII. Unfinished business
None at this time.

VIII. New business

2. Discussion of proposed revisions to faculty RST procedures and guidelines; action to be taken December 11 (L. Anderson) There was much discussion about the changes, including:

• the rationale for revising the RST procedures
• the guiding principles that the committee followed, especially that faculty always have the right to respond to anything inserted into their file at any level of review and that all input into the files occurs before legal decisions are made
• restructuring department, college, and university committees, especially the purpose of creating a new University Promotion Committee
• the role state statutes play in the renewal and tenure process
• the change in timelines for reviews
• tying promotion to associate professor to the granting of tenure
• the role the department chair would play in the review process
• the organization of material presented in the draft “Flow charts” of how reviews would be conducted for renewal, tenure, promotion, and salary were also presented and discussed.

The Faculty Senate will take action on the proposed revisions at the December 11 meeting. If the revisions are approved to send to the general faculty, the Faculty Senate will also consider amending the Faculty Bylaws as follows: modify Part II "Governance Structure" to reflect the new committee structure and remove Part III "Personnel Rules and Procedures."

The meeting adjourned at 5:10 pm.

Respectfully submitted,

Rob Hasker
Secretary

Beth Vaassen
Recording Secretary