

## Unit Criteria Committee Meeting

Wednesday Oct 21, 2015

### Minutes

An audio recording was made of today's discussion regarding Joint Appointments. Present were Deans Paul Layer and Doug Goering, and members of the Unit Criteria Committee including Jennifer Tilbury, Chris Hartman, Sarah Hardy, Bob Bolton, and Sunny Rice (via Zoom).

No chair was present at the meeting since Mara was out of town. Deans Paul Layer and Doug Goering were asked to attend this meeting to weigh in on the joint primacy issue.

Dean Layer reports that CNSM has 110 faculty holding joint appointments. Two thirds have an appointment with an external research institute such as IARC or the museum. Dean Layer says that tenure resides in the college, not in the research institute. He emphasized that the promise of tenure is important for recruiting. Institute faculty have a voice in writing unit criteria. Dean Layer stressed that faculty shouldn't have two sets of criteria; currently this criteria derives from the locus of authority committed by the college and what is committed by the institute? This situation is o

Dean Goering discussed the evaluation process for 50/50 appointments: directors and deans each write an evaluation and then both meet with the untenured faculty member together. Deans and directors send one message of unified expectations. We don't want two sets of criteria for one faculty member. The deans stressed that the unit criteria need to reflect the ideas, and process, that are already in place. An issue, however, is discerning which unit peer committee to go through. There is a need for research unit peer review.

Group Discussion: It appears this committee's task is to revise the blue book and ensure that unit criteria address joint appointments. It seems most faculty understand their roles, but there are some holes to clarify. Sunny wondered if the research directors felt that they had enough say regarding joint appointment expectations. We decided it would be helpful to hear from some directors. We also would like clarification on how many total faculty members hold joint appointments.

Adjourned