1.) 4:03pm: Meeting called to order by Chancellor Wrighton.
    The people present introduced themselves.

2.) The Minutes of the May 12th meeting were approved.

3.) Chancellor’s Report
    The re-accreditation review went very well thanks to Gerhild Williams. Need to move to
    strengthen diversity and increase the number of women in leadership roles and to improve our
    methods of assessment. Our other big event was hosting the Presidential Debate, which also went
    very well; compared to 2000, it had more visibility.

    There are three areas where important leadership changes are taking place. The Schools of
    Business and Law are both looking for new Deans. Mark Weil, current Director of the Sam Fox
    Arts Center, has announced he is retiring and Cindy Weese, current Dean of Architecture, is
    leaving the university to return to private practice.

    Chancellor Wrighton has decided to form one new reserve unit, probably called “The Sam Fox
    School of Design” containing Art and Architecture, and jointly responsible with Exec. Vice
    Chancellor Macias for the Kemper Art Museum.

    Our students that entered in the Fall were the most talented group ever by traditional metrics.
    The Early Decision group this year looks even better than last year.

4.) Report from Faculty Senate Council Chair, Professor Linda Pike.
    The Faculty Senate Council has been dealing mainly with issues related to gender equity. In
    June, we considered Medical School salaries. An outside evaluation showed no significant
    difference based on gender, and we welcomed that. There will be another evaluation in two
    years.

    Most recently, we have been considering a proposed amendment to the Tenure Document to
    suspend the Tenure Clock for family reasons.

    The original proposal from the GEC (the Gender Equity Committee in the Medical School) was
    to allow every faculty member to suspend the clock. The language was not felt to be beneficial
    to all schools, as it was in conflict with the current Hilltop policy. The FSC worked out new
    language (Take 3’, attached below) that the GEC agreed with. The FSC met on Tuesday,
    December 7, and voted to endorse the amendment.

    Professor Diana Gray: The initiative came from the GEC. Despite near equity in gender in
    Medical School graduates, there is a marked imbalance in faculty especially at more senior
levels. 27% of male faculty members receive tenure, whereas 20% of female do. 74% of medical schools have tenure suspension policies. The AAUP recommended that all universities have these policies. A large majority of the Medical School faculty agreed with the concept. The GEC believes that this is the right policy and will in addition send a positive message about our university.

**Professor Susan Rotroff:** Can you clarify the full-time/part-time issue?

**Professor Diana Gray:** We felt that based on job descriptions, the faculty cannot afford to take a part time leave. To call someone part-time when they are working 50-60 hrs. a week would be demeaning.

**Professor Skip Virgin:** To attain tenure, one needs not only to work 50-60 hrs/week, but also to attain national recognition. The GEC felt that sometimes faculty needed an extra year to attain this recognition while still working fulltime. We felt that it would be a valuable addition for recruitment and retention.

**Professor William Landau:** The 2 year period suggests only a limited number of children. An individual might, in an exceptional case, have several events requiring extra consideration.

**Chancellor Wrighton:** The proposal permits any school to adopt a school-specific policy. It does not limit to any set number of special circumstances.

**Professor Michael Friedlander:** I sympathize with the intention of the proposal. My principal concern is the nature and structure of the tenure period. The AAUP did endorse the allowance for suspension of Tenure, but this was based on a 7 year Tenure Clock. The Medical School has a ten year Tenure Clock, plus an unlimited amount of time as an instructor. Current policy does allow the same objective to be achieved by creative use of “part time”. A lengthy probationary period should be coupled with annual reviews. Only 60% of tenure track faculty receive annual reviews, despite the requirement that all do. I urge that having these reviews be enforced at the Medical School. I suggest that there be some thought given to reconciling the current proposal with the part-time leave policy—making them additive could open a Pandora’s Box.

**Professor Janet McGill:** Is it possible to achieve national recognition within 4 years? It is an insult to women to call their work “part-time” and to impose a monetary sacrifice.

**Professor Jeff Saffitz:** The Annual Evaluation Policy has been a failure on the part of the Medical School. It was an issue on the agenda of the last Faculty Retreat. The Executive Committee has approved a new policy on faculty reviews, which has strong oversight.

**Professor Ellen Li:** I was struck by how Arts & Sciences have interpreted part-time leave: it did not come with part-time salary or benefits, in fact it just gave more protected time. In practice, the Executive Faculty would probably not adopt this liberal interpretation, but it was not meant to be insulting.
Professor Richard Todd: In the last 5 years, 3 members of my division would have found this policy useful. Because of the nature of the discipline, by age 32 people have not yet established a research record.

Professor Skip Virgin: All issues brought up by Professor Friedlander are valid and have been brought up by the GEC. However not all issues can be dealt with at once. This proposal is one step.

Professor Elizabeth Childs: These are family issues, not just women’s issues.

Professor Michael Friedlander: My concern is dragging out the probationary period too long.

Professor Jeff Saffitz: There is now a 3-4 year review to give candidates a better idea of their prospects.

Chancellor Wrighton: Some universities separate promotions to Associate Professor from receiving tenure.

There is no opportunity to vote on the proposal at this meeting, we shall vote at the next meeting of the Faculty Senate.

Motion: Move Spring meeting from May to April 29th.

PASSED UNANIMOUSLY.

Chancellor Wrighton: We want to be the best. The will have costs, both in time and money. We have opportunities to recruit people, let’s recruit more women. We ought to move forward.

At 5:20pm the meeting adjourned.
Draft
Amendment to the Tenure Document (Take 3’)

(This would be added to the last paragraph in IV.B.2)

In addition to such part-time leave, each school may establish other policies designed to ameliorate conflicts between professional responsibilities and family responsibilities or other exceptional personal circumstances. Such policies may entail suspension of the tenure probationary period and/or partial reassignment of faculty duties without recourse to part time leave. Requests for such arrangements must be initiated by the faculty member. Agreements for such arrangements shall be in writing and shall cover the period of the arrangement, the conditions on which the arrangement is granted, the faculty member’s salary and responsibilities during the arrangement, and other relevant factors. The faculty member and the appropriate administrative officers shall receive a copy of the agreement. Suspension of the probationary period under any such policy shall not exceed two years during a faculty member’s probationary period.