PPBC – 01/06/2022

**Roll Call**

PPBC members present: David Rider, John Misasi, Brian Hutchinson, Bob Mitchell, Amy Anderson, John Gilbertson, Andrew Boudreaux, Dietmar Schwarz, Qiang Hao

PPBC members absent: none

PPBC advisors: Jackie Caplan-Auerbach, Brad Johnson

Student Senator advisors present: Miriam Gold

Student Senator advisors absent: Justin McGlone

**Discussion Topics**

Making CSE COPEP Compliant with CBA

* Updated Review Form Discussion
  + Discussed the new language in the table with checkboxes
    - Aligns with CBA better
      * Goal of this new form is to help reviewers follow the CBA requirements
    - Is “trajectory” confusing for candidates and reviewers?
      * Trajectory implies timeline, but each review case timeline is different
        + Trajectory is against the standard, not time
        + Can we have candidates offer-up a time scale for review?

Answer: No, because we cannot say the “candidate is ready for tenure or not” (per CBA)

* + - * Different wording: “expectations” vs “trajectory”?
      * Different wording: remove “the” from before trajectory?
      * Trajectory wording already exists in the COPEP
    - Should the “exceeds” column be removed? Move to binary system
      * What language to use?
        + Below and on trajectory?
  + Discussed new language guiding reviewer letters
    - Need language describing extenuating circumstances for candidate review (ex. COVID)?
    - New language was added to remind reviewers/candidates about mentioning DEI
      * Is this redundant?
        + Remove as it should be described in COPEP addenda?
    - Should a reminder about “COPEP provided by candidate” be added to first paragraph instead of link to current COPEP?
  + Motion to accept probationary from, seconded
    - Unanimously approved
* Preamble Paragraph for COPEP Discussion
  + Modified language describing how reviewer should set aside bias towards other COPEPs?
    - sentence added to clarify “reviewer should focus on candidate-selected COPEP”
  + In-progress cases fall under old CBA and “current COPEP”
    - no language needed about in-progress cases
  + Move to approve preamble paragraph, seconded
    - Unanimously approved
* Action Items
  + Communicate with chairs about noncompliance, what was done, and the new review form/COPEP language
  + PPBC chair to finalize form
  + Form to be posted to CSE website, add as appendix to COPEP, announce at DAC
  + PPBC chair and members to announce form to departments and chairs

**Next Meeting**

01/20/22, 8:30-10:00 am