PPBC – 12/09/2021

**Roll Call**

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

PPBC members absent: Amy Anderson, Qiang Hao

PPBC advisors: Jackie Caplan-Auerbach, Brad Johnson

Student Senator advisors present: Justin McGlone, Miriam Gold

Probationary Review Form Compliance Issue

* Current forms are designed to be uniform, but,
* Not aligned with probationary review and language in CBA
  + 7.6.2.2.2 - "progressing vs not progressing"
  + 7.6.2.2.3 - chair writes 3-part letter
* New form need language that states that faculty should include description of progressing or not progressing
* PPBC makes the new form

Questions

* Should we remove numerical system and go to binary for review?
  + Recommendation needs to be binary with new CBA language (for probationary)
  + Review letter and rating would include numerical values
  + Keep numerical but provide clear language as to what each number means
    - Change the language for probationary review form?
    - Keep for T&P?
  + Need to ensure the power of promotion isn't just Chair's
    - Numerics might help, but more clear language within rating could help as well
* Should departments create guides to ensure letters are complete and hit all points required?
  + Form needs to be college-level
    - Include rubric/prompts within the form?
* How do we ensure that this form is evidence-based?
  + Ensure that form leads to consistent evaluations
  + Include language in the COPEP add.
* Two ratings?
  + "one in the vacuum" and "one comprehensive"
  + It can be hard for faculty to know when to go for tenure from the reviews provided
    - You can meet with department chair
  + Implementation of this idea requires that it doesn't end up being a "vote" for T&P during review
  + Doing this might make it more difficult for reviewer (more work with two different reviews)
    - Maybe make it more clear that this information should be in the letter, but not two separate reviews

Draft Form

* Explicitly include CBA language

* Provide guidance language for evaluator review letters
  + Write review based on department-specific COPEP add.

* Include numerical score but down-size the number or options

* Hard deadline?
  + Jan 28 dossiers posted
  + First PPBC meeting Jan 6