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