

**CTRF Meeting #9**  
**Thursday Nov. 10<sup>th</sup>, 2022**  
**2pm-3pm**

**Meeting held in person**

**Members in attendance:** Drew Brodeur (Chair, CBC), Izabela Stroe (PH), Althea Danielski (HUA), Suzanne LePage (CEAE)

1. **Call to order.** Chair Brodeur called the meeting to order at 2:00 PM.
2. **Review and approve minutes from Meeting #8.** The committee delayed the approval of the minutes for meeting #8 since the Secretary was not in attendance, and there were minor modifications to discuss.
3. **Meeting Guest - Kimberly LeChasseur.** Kimberly attended the meeting with a comprehensive slideshow including the results of her Teaching Path to Tenure (TPT) Process Evaluation. The content was organized into the various categories of findings, such as: where progress was minimal or inconsistent between the selection process for the first cohort in comparison to the second; the manner in which decisions are communicated; preparing for the initial wave of tenure review for the Teaching Faculty; applying TPT lessons to dual-mission faculty; and equity.

She briefly presented the “highlights” of each topic and asked CTRF members what their top 2 or three topics would be for further, more in-depth discussion. Generally, members expressed the most interest in equity across TRT faculty, and any recommendations that would help to clarify and strengthen CTRF’s role and impact. She agreed to attend future meetings to continue these discussions.

Some of the takeaways from Kimberley’s presentation that could direct future efforts of CTRF included:

- There are still rules of the process that are unclear to some. For example, it was made clear in a meeting between the chair of COAP and the provost that a candidate can go up for promotion from associate to full 1 year after getting tenure if that candidate has at least 5 years at the associate level; however, this has been questioned by some, even though it is stated in the Faculty Handbook.
- There are lots of lessons in this process of preparing for the tenure track that can be applied to the dual mission faculty track.
- The deans make final decisions on who gets selected for the tenure path. When candidates who weren’t successful get feedback, they often (usually) only hear from their DH and maybe their DTC, but not from their dean – and sometimes the DH and DTC recommended them for the tenure path, so they can’t really provide feedback that helps to explain why the dean did not choose them. In

other words, candidates need feedback from the deans as far as their strengths, weakness and areas for improvement for the next round.

- Currently, there is no public information on salaries, merits increases and any extra payments (e.g. the \$4000 bump) for going on the professor of teaching tenure track. As a result, there is confusion (and potential inequity) in how to negotiate for appropriate remuneration. The committee discussed how sharing this information could be helpful for everyone.
- CTRF needs to organize a venue for everyone who wants to apply for Cohort 3, to help them learn what they need to do to prepare their materials and position themselves in the best light (and just build a supportive and caring environment for each other).
- CTRF should continue this venue for the third cohort, once they are named, so they can make sense of their tenure clock options and getting time credited on their appointment letter.
- It would also be helpful organize a group for those who apply but are not chosen for Cohort 3, and for those who choose not to apply, to have a collective discussion on how to make sense of this part of their professional lives – how to go forward as the secure teaching faculty.
- One recommendation that stood out to the Committee was the need for a guide for DH's and DTC's to use while applying the criteria, similar to Advance grant guides.

**4. Secretary of the Faculty's upcoming visit.** Mark Richman will attend the next meeting of CTRF to discuss and clarify issues around the role of the committee.

**The meeting was adjourned at 1:55 PM.**

**Respectfully submitted,**

**Joe Aguilar  
CTRF Secretary**