FDAR Revisions to the Recommendations of the PRS Task Force

March 26, 2015

Members of the FSEB,

FDAR meet on Monday, March 23, and Tuesday, March 24 to consider the recommendations of the PRS Task Force. The Task Force report contains two appendices that instantiate the recommendations. Appendix A is a suggested university-wide PRS template with explanatory comments. Appendix B is suggested changes to the Faculty Handbook. While members of FDAR Council generally supported the recommendations, they did not agree with three main points and they requested some more minor changes:

- FDAR did not support the Task Force recommendation to include a reference to collegiality in the PRS, although did think that a reference to Chapter 7 of the Handbook was acceptable.
- FDAR did not support the division of areas of responsibility into "common" and "additional" areas, especially when not all faculty have all "common" areas in their PRS. They also believed that extension is a core area of a land-grant institution and that relegating it to "additional" was inappropriate.
- FDAR thought that "professional service" was a better term than "external service" in the areas of responsibility. The description of the areas makes clear that the service is external. External service is too broad because it could include community service that is not based on professional expertise.

The clarifications were:

- In response to a concern raised by a senator to Veronica, FDAR asked for removal of the term "formal" in the description of administration. Again, the description clarifies what is meant. Removal of "formal" allows more flexibility for departments/units.
- Clarification that in some cases the PRS would be examined and changed or reaffirmed immediately after instead of during a major review. For example, a meeting with the department chair may not be part of a department's post-tenure review process, so the discussion would occur after the review is done.
- Clarification that unit refers to department and not to the college. The term "department" has been added to some, but not all occurrences of the term "unit" to make it more clear.

Based on FDAR discussions, I have modified both appendices. The modifications of the original Task Force appendices are presented below for consideration by the FSEB. After consideration by the FSEB, I will further modify the recommendations as needed, and then prepare marked up versions for consideration by Governance Council.

Sincerely,
Veronica Dark
PRS Task Force Chair