

2015 IFAS TPPS Committee Report

Committee Members:

Grady Roberts (chair), John Davis (co-chair), Roxanne Connelly, Albert Fuller, Phil Louinbos, Kim Moore, Marjorie Moore, Rafa Muñoz-Carpena, Steve Sargent, Laurie Trenholm, Richard Tyson, Mongi Zekri

The committee met October 27-29, 2015. We reviewed packets from 52 total candidates (32 state faculty and 20 county faculty). We met with the IFAS Deans and Associate Deans on October 30, 2015 to present our assessments.

General Comments:

Our efforts could be more effective and efficient if the following were addressed.

- Candidates should take classes on the process and packet from Susan Hudson in IFAS HR.
- Candidates should explicitly follow the template.
- Summary tables, numbering items, and page numbers make it much easier to gather key information from the packets.
- Candidates with extension appointments (especially state specialists) should consult existing IFAS guidelines in presenting their extension programs, especially documenting clear impacts.
- Unit level votes – It would be helpful if faculty casting negative assessments or abstentions be required to provide anonymous comments about their reasons so the chair/unit leader can provide some context for non-positive assessments.
- Standardize the information requested in external letters.
- Limit the pages/lines in the packets (longest packet was 167 pages)
- Provide more information to the committee when a faculty member is hired and told that IFAS administration would support promotion and/or tenure in the next cycle.
- It would be helpful if there were some kind of feedback loop to let committee know how their assessments compared with other assessments at higher levels.