**Liaison Committee Meeting**  
Wednesday, November 20th, 2019  
3-4 PM in 311 AGH

**In Attendance:** Jenny Keshwani, Ron Lewis, Stephen Wegulo, Associate Vice Chancellor Bischoff, and Anna Lowe (recorder)  
**Zoomed in:** Aaron Nygren, Carlos Urrea, and Maria de Guzman

**Main Discussion Points:**

- **Review of the P&T Ballot Results**
  - The committee reviewed the results of the vote on the proposed Bylaws revision that would create an Institute-wide Promotion and Tenure Committee. Of the 341 faculty casting a vote, 65.7% voted in favor. According to the IANR Bylaws, 2/3 affirmative vote is needed for a revision to the Bylaws.

- **Review of the P&T Ballot Comments**
  - Faculty left much fewer comments during this vote in comparison to the first vote. Some overarching themes from the comments include:
    - Concerns about non-tenure track faculty role in the committee
    - Faculty are comfortable with the current P&T process, they don’t see a reason for change, and the argument for amendment to the current system didn’t overwhelm them
    - Concerns about representation from all departments and faculty from other disciplines being knowledgeable of my work

- **General discussion about P&T processes**
  - The committee and AVC Bischoff discussed the importance of maintaining a positive relationship between faculty and the IANR administration to ensure a healthy culture and climate among IANR.
  - The promotion and tenure process (no matter what the process is) creates an excessive amount of anxiety for some faculty members even those that have clearly completed outstanding work and will without a doubt promoted and/or tenured. There are instances in which the significant anxiety paralyzes faculty from being productive especially during the year they are putting their materials together.

- **Next steps**
  - The Liaison Committee agreed that a pause should be taken and the committee can reexamine the idea 3-4 years from now. AVC Bischoff did indicate that there is still have a problem with promotion and tenure process. While IANR satisfies the requirement of having four levels of review, the process has one of the deans serving on two levels of the review process (as the lead dean and as part of the council of deans).
  - The extension educator state-wide committee proposal is in the works but AVC Bischoff is not aware of the time frame at the moment. The Extension Deans’ advisory committee has a subcommittee currently working on the extension state-
wide committee proposal. AVC Bischoff will follow up with Associate Dean Varner to understand timeline.

Meeting adjourned at 4:05 PM
Distributed electronically to the IANR Liaison Committee for review.