



# Faculty Senate

## Personnel Committee

Minutes for meeting of February 3, 2021, 11:30 a.m.

### Zoom Meeting

**Attendees:** Stephen King, Mason Cash, Martine Vanryckeghem, Jana Jasinski, Edwin Torres, Yoon Choi, Blake Scott, Timothy Hawthorne, Mark Ehrhart, Lucretia Cooney, Jascinth Lindo, Karol Lucken, Michael Proctor.

**Minutes approved.**

**No guests, no new business, no remarks.**

### **Steering Topic # 2020-2021-21 Extension of Tenure Clocks Under COVID**

- Taskforce (Stephen King, Blake Scott, Timothy Hawthorne) created the document: Faculty Usage of COVID-19 Impact Statements for review.
- The taskforce reviewed the Purdue, Texas, Michigan, North Carolina State University. Based the report on their findings. They found only one university offered a 2<sup>nd</sup> year extension.
- Other universities throughout the country have created COVID-19 Impact Statements.
- This statement could be used for promotion, annual evaluation, CPE, and tenure.
- Change the title to: Optional Statement of COVID-19 Repercussions.
- Can Personnel Committee worked directly with the Provost Office (Faculty Excellence)?
- Are there any unintended issues to using this document when it comes to promotion/tenure?
- (Timothy Hawthorne – Chat) “I agree with Jana's point that we need to think about messaging to departments and committees about how to use these statements for review. This came up in an early January conversation our Interim Dean and I led in COS with pre-tenure folks too.”
- Faculty Excellence could use the Building my dossier workshops as one way to get the word out about this statement.
- Faculty Excellence may go through the document and add/edit/delete based on unintended consequences. This document is an example.

**Amended in committee to address certain points raised by members. Approved.**

### **Steering Topic # 2018-2019-2 Payment Structure for Awards.**

- Eligibility Requirements for the Teaching Incentive Program brought forward by Yoon Choi
- Fundamental perspective of equal opportunity. Every eligible faculty should have access to this opportunity. The selection committee should understand the difference between the large classroom and small classes.
- It started about 20 years ago to entice teaching large classes. It was across the University system. We are the only university that has kept the criteria.
- This needs to be bargained. Changing the eligibility criteria could be doable outside of the contract.
- Amended the resolution to say: we are not getting rid of the productivity; recommend that it's a baseline that a faculty member that taught x semesters during the period in question.
- Proposed an amendment:



# Faculty Senate

Motion carries 8 to 3. Move to Steering.

**Homework:** please review the Faculty Senate website and the outstanding topics that have been assigned to Personnel. Which ones do you feel should be moved to the ad-hoc Equity, Inclusion and Diversity committee.