

## SENATE PERSONNEL COMMITTEE MEETING MINUTES

Wednesday, November 18, 2015

11 a.m. – noon

Location: COHPA, HPA I, Room 335

**Present:** A. Leon (Chair), M. Chopra, R. Folger, D. Hahs-Vaughn, R. Harrison, W. Karwowski, L. Walters, S. King, M. Upvall, S. Wu, & L. Cooney (Office of Faculty Excellence)

**Minutes of October 14, 2015:** Reviewed and approved as amended

### OLD BUSINESS

#### **Senate Resolution 2008-2009-1 (Appointment and Evaluation of Department Chairs/Unit Heads)**

Stephen King presented a report and draft resolution from a Personnel Committee ad subcommittee formed at the September meeting (Stephen King—Chair, Paul Giordano, Mason Cash). The draft resolution incorporated recommendations discussed in the October meeting of the Personnel Committee (see minutes of that meeting for description of those recommendations). In particular, the draft resolution reflected the following aspects of the rationale for major changes (in no particular order), as distributed in advance for members of the Personnel Committee to review before the November meeting:

- Use the term “department chair/unit head” as the inclusive term to include chairs, directors, and/or other positions in that role. This is the term the University uses in its campus-wide policies. This will address the lack of a “chair” or “director” in the College of Nursing or other units.
- Divide the resolution to address both initial appointment and evaluation for reappointment separately.
- Have procedures filed and approved by Provost’s office (Faculty Excellence) to prevent approval of procedures that would utilize open votes.
- Require a retention vote in the reappointment process (confidential)
- Extend the right to vote for retention to more than just tenured/tenure track faculty as the initial starting point. The members of the ad hoc subcommittee felt that full-time faculty in the role of Instructors, etc., should have the right to vote concerning their chair or unit head. The term recommended by the subcommittee (and incorporated into their draft of the resolution) is “full-time non-visiting faculty.”
- Include “and that these guidelines be incorporated into university policy” at the end of the **Be it resolved** statement to make clear the intent that these recommendations actually be put into practice.

After a lively discussion, the Committee agreed and approved the final draft as written by the subcommittee.

**ACTION ITEM:** Submit the draft resolution to the Faculty Senate Steering Committee.

### NEW BUSINESS

#### **Joint Appointments**

Discussion focused on several documents (distributed by email prior to the meeting) relevant to matters of joint appointments—an item of business assigned by the Faculty Senate Steering Committee to the Committee. It was agreed that input should be obtained from several parties. Lucretia Cooney will supply a spreadsheet of all faculty members currently having joint appointments, who will be contacted for any

input they might want to provide. Because issues relevant to joint appointments will arise in conjunction with cluster hires, input from Chris Parkinson (currently overseeing cluster efforts) also seemed advisable.

**ACTION ITEM:** Invite Chris Parkinson and a couple of current joint appointees to the January meeting of the Personnel Committee.

## **OTHER BUSINESS**

### **Salary Compression**

Work directed toward this issue is currently still under way at the level of University central administration.

**ACTION ITEM:** None. Further discussion is anticipated once the relevant information is obtained.

### **COACHE Survey**

Debbie Hahs-Vaughn who is a member of the COACHE Priority Setting Committee reported that the COACHE committee has met and agreed to focus on the five issues of highest priority (the nature of teaching, research, and service; personal and family issues; promotion; departmental leadership; appreciation and recognition). Further consideration of the relevant issues is being taken up by groups of faculty members of this subcommittee (divided up so that each issue received attention from several committee members).

**ACTION ITEM:** The subcommittee will report further progress at the January meeting of the Personnel Committee. On a related note, Linda Walters will draft a resolution on matters related to a Paid Family Emergency policy for faculty (discussed previously by this committee) and to be discussed at the January meeting.

**NEXT PERSONNEL COMMITTEE MEETINGS FOR 2015-2016** (COHPA, Building 1, Room 335):  
Wednesday, January 20, 11 a.m.  
Wednesday, February 17, 11 a.m.—this meeting will be held in HPA 1, Room 304  
Wednesday, March 16, 11 a.m.

Robert Folger  
November 18, 2015