

Faculty Senate Personnel Committee

Meeting Minutes

Wednesday, October 3, 2018

11:30 am – 12:30 pm

Location: Millican Hall Room 395-E

Call to Order: 11:30

Present: Stephen King (chair), Robert Folger, Karol Lucken, Martine Vanryckeghem, Romain Gaume, Yoon Choi, Michael Proctor, Myunghee Kim, Vladimir Solonari, Alfons Schulte, Blake Scott, Nora Warshawsky, Edwin Torres, John Venecek

Guests: Jana Jasinski, Lucretia Cooney, Karla Amaro, Aimee deNoyelles

Note taker volunteered- Karol Lucken

- 1) Review Minutes of Previous Meeting- Minutes amended to include “unit members” in Item 5 a ii.” Approved
- 2) Announcements:
 - a. None
 - b. Guests Recognized
- 3) New Business/Topics for Discussion:

a. Policy and procedures regarding Promotion and Tenure Resolution 2017/2018-7

Faculty Excellence requested clarification on whether this resolution only applied to tenure earning faculty/promotion from Assistant to Associate. It was clarified that this applied to all in-unit cases both tenure earning (Assistant Professor to Associate Professor) and tenured (Associate Professor to Full Professor). An additional question was posed by Faculty Excellence as to whether we would be taking up the issue of promotion for Non Tenure Track faculty and whether these cases would still be forwarded to the University T & P Committee. It was communicated that it was not on the current “to do” list for this semester but would take it up in the near future.

b. Telecommuting Policy

It was agreed that the existing “Telecommuting Program Manual”/policy was relatively clear and that this manual should be more widely distributed to educate unit heads and other employees on the terms and conditions of being permitted to telecommute. Other details that were in question necessitated that the issue also be referred to the representative of the Benefits Committee.

c. Out-of-unit Paid Parental Leave.

Discussion of the denial of Resolution 2017-2018-12 as regards cost projections for added employees getting more benefits. This opened broader discussion of benefit disparities between out-of-unit (e.g., College of Medicine) and in-unit faculty who are assigned and expected to perform comparable research, teaching, and service duties. Continued discussion will be had with the Chair of the Benefits Committee.

d. Out-of-unit Faculty and Status for Awards Designated for In-unit Faculty.

This presented another case of disparity between two groups of faculty. Out of unit do not qualify for TIP, RIA & SOTL and other awards (e.g., Pegasus Professor) because those awards are part of the CBA. Currently reviewing exacting wording of CBA regarding which awards apply to in-unit only.

e. Joint Appointments Between In-unit and Out-of-unit Faculty

The problem was how to determine whether a faculty member held the status of In/Out of unit when joint appointments were involved. This has been an issue for some of the recent cluster hires. It was considered to be particularly problematic for any faculty given 50/50 status.

f. Reward and Accountability for Service

There was a motion to return the proposal to the Steering Committee for clarification as there were overlapping and conflicting issues being presented. A friendly amendment was also proposed that the scope of the concern presented in the proposal be limited to service on Faculty Senate committees. Both motions were approved unanimously.

- g.** Next meeting will cover the remaining agenda items. Specifically, time did not permit discussion of Summer Work Assignments and Travel Request Policy. Regarding the travel issue, it was suggested that Dr. Solonari prepare a summary outlining the problem as he sees it and present it to the committee at the next meeting.