

Faculty Senate Personnel Committee
Meeting Minutes for Wednesday, September 20, 2017
11:30 am – 12:30 pm
Location: Millican Hall room 395E

- 1) Meeting called to order at 11:30
- 2) Members in attendance: Stephen King (Chair), Scott Carter, Mason Cash, Waldemar Karwowski, Muyunghie Kim, Jonathan Knuckley, Yuanwei Qi, Blake Scott, Vladimir Solonari, Linda Walters, Po-Ju Chen, Valerie Storey, Michael Valenti, John Venecek, Konstantine Vodopyanov
- 3) Linda Walters volunteered to be minutes taker for the meeting
- 4) Minutes of April 12, 2017 meeting were approved as ammended
- 5) Announcements: Meeting schedule for remainder of 2016/2017 was provided
- 6) Recognition of guests: Lucretia Cooney and Jana Jasinski from Faculty Excellence
- 7) Old Business-*none*
- 8) New business- *Topics assigned by Faculty Senate Steering Committee*

Promotion and tenure issues

The discussion was led by Blake Scott. He headed a committee on this topic last academic year and they have identified some issues and potential solutions for these issues in the form of 3 resolutions.

Issues:

- 1) Caseload issue for university committee. This is expected to increase dramatically between 2019-2022.
- 2) Role of university committee?
- 3) Right to be evaluated by people who understand your faculty position for folks in Centers and Institutes and Medical School (or possibly person from ORC as representative).

Lively discussion on all topics ensued. No general agreement was reached but conversation revolved around:

-Possibility of having a non-voting person on university committee only to represent specific faculty folder.

-Should 100% positive vote be needed to bypass university committee? 80%? COEHP representative read a statement that they want all folders to continue to be read by university committee.

-Question asked: Does Provost ever overturn university committee vote? If yes, then what is their role? Lucretia Cooney was going to research this and

provide answer at next meeting.

-Parts of P and T regulations are unclear – we need to clarify and then follow these regulations.

-Blake offered to use this discussion to revisit the three resolutions and produce new language for personnel to discuss at their next meeting.

Emeritus Policy

There appears to be a “gap in faculty coverage” that appears between the time when people retire and when they become emeritus. The gap occurs because you cannot apply for emeritus status until you officially retire. This leaves faculty with students in an untenable situation because they can no longer serve on committees.

-Suggestion: Write a resolution to change this. It will then need to be bargained.

Teaching Assignments

This was brought to personnel committee due to concerns from faculty who were asked to undertake assignments that they were not sure they were required to accept. This includes night assignments, summer assignments, changes in delivery mode, etc. It was stated that collective bargaining has this in their document (Article 9). Unfortunately, it appears that not all chairs follow the rules.

-Suggestion: Strongly remind chairs at chairs council.

Salary Equity

A new study is near completion. We should invite IKM and the committee to present new findings.

9) Adjournment at 12:30 pm