

**Personnel Policies Committee (PPC) Report
For the Faculty Senate Meeting of November 11, 2020**

**PPC met on Wednesday, November 4, 2020
3:00 p.m. CT, via Zoom**

In Attendance: Meg Cotter-Lynch, Carolyn Fridley, Doug Wood, Chaehyun Lee, William Fridley

- I. Call to Order at 3:04 p.m. by William Fridley, committee chair.
- II. Discussion about and update of the FS Executive Committee meeting with President Newsom and VPAA Golden (11-2-2020). Topics discussed:
 1. Shared Governance Forums scheduled – 2 p.m., Tuesday, November 10 (Videoconference)
 2. Budget Process
 3. Faculty Hiring Process
 4. Chair’s Meetings
 5. Partnership with Graduate Alliance
 6. Follow up
 - a. Teaching load for full-time faculty
 - b. Teaching hours for graduate classes
 - c. Cases where faculty are teaching an overload, and the teaching schedule includes both undergraduate and graduate courses

- III. Discussion of Summer scheduling, course load, class size, and compensation

It is recognized that there are multiple issues with the Summer semester instructional arrangements that warrant our attention. It was agreed that an annotated list of these issues would be drafted to provide a means to focus, establish priorities, and identify lines of further inquiry. Issues include: the scheduling of Term 1 and Term II accelerated courses eliminates the two-week bookends of the semester when faculty teaching in summer previously received a break; compensation history and the 2016 change in summer pay that reduced compensation by approximately 40% to 50%; the use of adjuncts vs. full-time faculty; pressures and expectations to teach in the summer to meet program needs; the possibility and preferability of moving faculty to a 12-month teaching schedule; and the viability of junior faculty’s research and scholarship given increased teaching loads in the summer.

It was noted that there are a wide variety of practices and a variety of departmental needs and priorities for summer, typically driven by the nature and demands of the department’s programs. It was suggested that a survey of departmental practices might be of use to help us identify patterns.

- IV. New Business--none

V. Motion to forward to the Faculty Senate for the November 11 meeting.

It was agreed that a motion would be drafted, requesting information by faculty rank and department on the relationship between card calculation and actual salary, for all full-time faculty university-wide.

Motion

The Faculty Senate requests data on the number of full-time faculty paid according to the salary card, and the number paid “off-card” for the 2020-21 academic year (as much as is available) and for the 2019-20 academic year. We ask that the data take the following form, designated by academic department:

- Number of faculty paid according to the salary card, broken down by rank: Instructor, Assistant Professor, Associate Professor, and Professor
- Number of faculty whose salary does not match the salary card calculation, broken down by rank: Instructor, Assistant Professor, Associate Professor, and Professor
- For each faculty member whose pay does not equal the salary card calculation, please provide the dollar amount of the difference between card calculation and actual pay
 - For Endowed Professorships where endowment funds provide all or part of this difference, please indicate the dollar amount provided out of endowment funds.

Please note that we are not requesting names of individual faculty members; rather, we are requesting rank, department, and relationship between card calculation and actual salary, for all full-time faculty university-wide.

VI. Review and wrap-up

VII. Adjournment at 4:24

Items

Email sent by VPAA Teresa Golden to the FS Executive Committee on November 5, 2020, responding to two motions that were drafted by the PPC and approved unanimously by the FS on September 30, 2020.

Hello Faculty Senate Executive Committee,

As you may be aware, Karl Frinkle, representing AAUP, visited with the academic council yesterday regarding the requests for Instructors to have 12 hour loads and the 1.33 hour load for graduate courses. There are two things I would like to share with faculty senate that were mentioned in this discussion. I am reviewing, but have not made a final determination on the items below.

First- I am reviewing the RUSO policies regarding non-teaching load and I have some requests for information submitted to the RUSO counsel as it looks like there may have been some changes in RUSO policies in 2018. Our SE Instructors in my investigations have differing assignments on campus- some include significant non-teaching work and some don't. Some include significant non-teaching load and a 15 hour course load, while others may have lower loads like 12 or 9.

Second- another issue that fits in this evaluation are the various employment contracts different departments have used. Some have instructors who have signed an employment agreement (letter) that specifically states they have a 15 hour teaching load. Some faculty have signed contracts or later agreements with lower teaching loads- in some cases these reduced loads are listed by the number of courses and some by total number of credit hours. Some of these are influenced by an accreditor.

Both of these items require time and research. More time is something that the President and I have requested. Both items are not necessarily something that the faculty senate can easily help me review. You may disagree, but I don't feel that I am doing my job in addressing the faculty senate requests if I have not investigated the bulk of our differing practices on campus. Ultimately, we all want clear policies for everyone, but in getting there for the longer term, the differing practices tell me that there is more to the current story.

Regards,

-Teresa

2020-2021 Charge from Faculty Senate Chair Dr. Randy Clark

This committee's duties shall involve all matters which directly affect the well-being of the faculty member at the institution. These matters shall include, but not be limited to salary, insurance, teaching, post-tenure review, and travel to professional meetings.

Updated Charges for 2020-2021

1. To work with the Vice President for Academic Affairs, Dr. Bryon Clark, on the archiving of previous APPMs and to improve the timeliness and functioning of the "policy on policies" (Preface to the APPM, Policy to Modify the Academic Policies and Procedures Manual). **Perhaps wait on this as we track the ad-hoc committee for Policy on Policies.**
2. To continue work on the Academic Policies & Procedures Manual (APPM), identifying sections that need editing, updating, or other editorial revisions, and making recommendations for needed

changes. This charge is ongoing. **Recommend we contact VPAA Golden and request that Academic Affairs restore inoperable hyperlinks in the APPM (especially in the APPENDIXES).**

3. To follow up on a resolution regarding a faculty hiring prioritization process that was approved by the Faculty Senate on [December 6, 2017](#) (see III. Committee Reports, D. Executive Committee). **Ongoing, and perhaps expand.**

The FS's Faculty Hiring Prioritization Resolution, which was partially implemented in 2018, less so in 2019, and nowhere to be found in 2020. The "catch" was determining the faculty entity that reviewed and analyzed the paperwork (e.g. FS Budget Committee, Academic Council, etc.). My take: let's work to get the process reignited (due date for departments to make hiring requests, faculty access to the requests and the decisions made). Then what we need is at least one faculty representative (from the FS) who is at the table for these deliberations and decisions: how much of the budget is "dedicated" to faculty hires? And how are the decisions made on faculty hiring offers.

4. Conduct a review to obtain information on fulltime faculty teaching overloads, and data on compensation arrangements for faculty using coaches. Continue, and focus initially on specific policies and practices regarding teaching overloads. Subsequently address Summer teaching load and compensation.

[PPC Report September 30, 2020](#)

[PPC Report October 14, 2020](#)