

PPC meeting February 16, 2022

Attending: Laura Atchley, Meg Cotter-Lynch (chair), Steve Csaki, William Fridley, Ashley Hampton, Matthew Sparacio, Doug Wood,

Absent: Chaehyun Lee

Meeting called to order at 3:02pm, adjourned at 3:59pm.

- I. The committee discussed plans and priorities for the remainder of the school year, based upon charges given to the committee, work completed, and work remaining. We agreed that the committee would not be able to complete all of our charges during the current academic year, and therefore priorities will need to be set.
 - a. We discussed the potential need to revise APPM to account for the hiring of an Assistant Vice President for Academic Affairs and a Dean of Undergraduate Studies. It was agreed that Dr. Cotter-Lynch would request job descriptions for the two positions from VP Golden, so that the committee can begin to consider what revision might need to be made to APPM for the 2022-23 school year.
 - i. Dr. Fridley helpfully pointed out previous versions of APPM which included AVPAA and dean positions, as those may be helpful for reference.
 - b. Dr. Fridley updated the committee that Dr. Golden is continuing to work on including approved amendments in the APPM, and has asked Dr. Fridley to review them for accuracy.
 - c. We discussed the Faculty Hiring Prioritization Process proposed in 2018, followed up on in fall 2020, and its incomplete implementation to date. Committee members on the Faculty Senate Executive Committee reported that this was discussed by the EC with administration last semester. The committee requested that Dr. Cotter-Lynch write an email to Dr. Golden, cc'ing Dr. Daigle, asking for an update on implementation of that process.
 - d. We discussed the Faculty Senate's request that all faculty be provided with a workload and compensation form at the beginning of each semester, and the fact that this has not yet been put into practice. Members of the EC reported that Dr. Golden had expressed concern that this placed an undue burden on chairs. Faculty on the PPC committee, however, are in agreement that this is information which should already be readily available to chairs, and it is

simply a matter of sharing that existing information with faculty in a transparent manner.

- i. This transitioned into a discussion of the Annual Appointment Letters which were provided last year, but which have not yet been written into APPM as policy. It was suggested that the committee look to amending APPM 4.1.1.3 to include language specifying that Annual Appointment Letters be provided to all faculty, and that these letters include workload specifications (e.g. teaching load).
 - ii. The committee also discussed how these systems should be more clearly communicated to new faculty; however, it was agreed that the systems themselves much be clarified before they can be adequately included in New Faculty Orientation.
 - e. Finally, there was considerable discussion about the variation in course enrollments, the use of academic coaches, and faculty compensation for large classes in different schools and departments. The lack of transparency and equity is concerning. The committee agreed that, as a first step, Dr. Cotter-Lynch would write to Dean Blackwood asking for clarification of the current system for academic coaches, course enrollments, and faculty compensation; once we have that information, we can determine whether the discrepancies are due to lack of consistent policy, or lack of implementation of existing policy.
- II. The committee agreed that it would meet again after spring break, at which point we hope to have responses to some of the above-mentioned inquiries.