

Personnel Policies Committee Report for the Faculty Senate—Wednesday, October 24, 2012

Agenda

- Select a Chair for the committee
- Review our charges: The charges are to continue work on revising the Academic Policies and Procedure Manual, promotion and tenure policies, post-tenure review policies, shared governance, maternity and paternity leave policy.
- Discuss any pertinent issues from the October 10 Faculty Senate Meeting
- Work on drafting policy recommendations relating to the T & P proposals that were made at the Shared Governance Forum

Meeting Report—Wednesday, October 17, 2012, 2:00

Meeting was held in the Faculty Lounge

Members Present: William Fridley, Dennis Brewster, Dan Althoff, John Mischo, Hal Poovey

Guests Attending: Diane Dixon, Chris Moretti

Chair Selection: Senator Fridley was nominated and elected to chair the committee

Review of Charges:

- **On Revising the APPM**—it was mentioned that when the Executive Committee last met with Dr. McMillan about the Social Sciences Department (Friday, October 12, 2012), McMillan indicated that Dr. Bryan Clark would be contacting the Personnel Policies Committee (PPC) to resume our work on Chapter 3 of the APPM. Senator Moretti agreed to continue his work with the PPC on this project. Senator Dixon indicated that she was making inquiries on how to set up a Share Point system to route, store and display the status of Senate policy recommendations and communication with the administration. It was recommended that the Senate Chair, Senate Archivist, Chair of the PPC, Assistant Vice President for Academic Affairs—Student Learning and Accreditation (AVPAA-SLA), and the Vice President for Academic Affairs have access to the Share Point system. It was recommended that Fridley email AVPAA-SLA Clark to request an update on the status of pending policy recommendations from the Senate (according to the Operational Protocols, point 3, in the Preface to Chapter I of the APPM).
- **Post-Tenure Review (PTR) Policies**—the recommended PTR policy that was approved at the FS meeting of October, 10, 2012 has been sent to Dr. Meg Cotter-Lynch with a request for the AAUP Chapter's endorsement.
- **Maternity and Paternity Leave**—it was decided that the relevant policies (APPM 5.1.3.4.1 and 5.1.5) would be reviewed prior to the next PPC meeting. In addition, an effort will be made to obtain additional information on these policies from Human Resources.

- **T & P Policies and Shared Governance**—the rest of the meeting was spent discussing several of the proposals made by the Senate at the last Shared Governance Forum (September 26, 2012). We discussed making specific policy recommendations on those proposals with which there appeared to be a degree of agreement from the administration. These included policies on:
 - Written evaluations being required in the T & P recommendations at the department chair, dean, and vice president levels
 - Faculty being allowed to withdraw tenure applications
 - The size of faculty T & P review committees
 - The selection of outside-of-department faculty for T & P review committees
 - A revised (and condensed) timeline for the T & P process
 - The composition of the Faculty Appellate Committee in hearing due process appeals from T & P applicants

It was agreed that a draft of these policy proposals be presented to the PPC for their consideration by Monday, October 22. It was also recommended that a rationale for the proposed policies be included for the Senate's consideration at the October 24 meeting.

The meeting adjourned at 3:35