

Personnel Policies Committee, Status Report for Fall 2018
November 28, 2018

The PPC met twice this semester (reports linked):

- [September 17, 2018](#)
- [October 31, 2018](#)

Charges and Status

The Personnel Policies Committee's portfolio is a broad one, and there are several items that continue from the previous academic year. As Chair of the Faculty Senate, I charge the Personnel Policies Committee:

1. 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.

An ongoing charge, no new developments to report.

2. 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).

An ongoing charge, no new developments to report.

3. To continue work on the Intellectual Property policy, following up on the Faculty Senate's latest iteration of that [policy proposal](#) (approved by the Faculty Senate on [April 11, V. New Business, Other, A.](#)) and to move to have the proposed policy included in the APPM.

It was agreed that the senate should follow up on this latest version of a proposed intellectual property policy, which does not include the section on "course viewing." This was a sticking point in earlier versions of the proposal. There was agreement that the *course viewing* issue was not an intellectual property issue per se, and might better be addressed separately. The issue of intellectual property and course creation has been elevated importance given reports that faculty were paid to create courses in the accelerated seven-week format with an oral agreement to do so as "work for hire."

At the [FS meeting of October 3, a motion](#) was approved to re-send to VPAA Bryon Clark the Intellectual Property proposal that was approved by the Faculty Senate on April 11, 2018 (V. Other, A.), and request that the proposed policy be included in the Academic Policies and Procedures Manual (APPM 7.10.3) with all deliberate speed.

The proposed policy has not yet been included in the APPM.

4. To follow up on a [resolution regarding a faculty hiring prioritization process](#) that was approved by the Faculty Senate on [December 8, 2017](#) (see III. Committee Reports, D. Executive Committee).

It was agreed that having a standardized system for faculty hiring is needed, and should be a topic of discussion in talks on the budget and strategic planning.

VPAA Clark sent a faculty hiring/justification form to academic department chairs in October with a due date of October 26. We will continue to monitor how the process plays out.

5. To continue working on issues related to accelerated online programs, including faculty compensation, teaching load and scheduling, and course enrollment caps.

An ongoing charge, no new developments to report.

6. To appoint a faculty member to the [Benefits and Insurance Committee](#), and to continue to report relevant developments from that Committee's work.

It was noted that Josh Harris will be serving on the committee as the SE Staff Association representative. Charge fulfilled.

7. To report on the progress of the charges above no later than the last regularly scheduled meeting of the Faculty Senate on Wednesday, November 28, 2018. Earlier and more frequent reports are also welcome.

Charges for the Personnel Policies Committee will be reviewed and renewed in January 2019.

Submitted by William Fridley, chair of the Personnel Policies Committee