

Personnel Policy Committee (PPC)

October 19, 2022

12:14: Called to order

In attendance: Stephen Monroe Tomczak (chair), Gregory Adams, Christopher Budnick, Amy Jansen, Tricia Lin, Kelly Martinez, Virginia Metaxas, Michael Shae, Mike Sormrude, Alison Wall.

Approval of Minutes: 9/21/2022 Minutes Approved

OLD BUSINESS:

- P & T Senate Procedures document (Discussion)
 - Discussion to clarify language regarding eligibility to serve on P & T Committee while on leave
 - Motion: Tricia Lin, Alison Wall 2nd, the committee shall move to add the following language to the P&T Procedures document: "Faculty members on any form of university leave (See CBA Article 13) shall not serve on the P&T Committee during their leave."
 - Discussion of the Comparable Qualifications language:
 - Consensus on the addition of the following language under "Supporting Materials for Comparable Qualifications":
"The determination of comparable qualifications belongs solely to the DEC. A faculty member's supporting documentation for such a determination shall be submitted separately from the Promotion and Tenure file."
 - Role of HR in notifying departments, DEC's and faculty candidates during penultimate year:
 - It's currently HR's responsibility to notify individuals in their penultimate year that application for P&T is mandatory.
 - Consensus recommendation: Responsibility for notification will remain with the administration. Since notifications are periodically inconsistent, the Senate should this up with the administration to ensure notifications resume. The PPC recommend the discussion move to the Executive Committee.

Motion to Adjourn 1:58pm

Meeting adjourned 1:59pm

PERSONNEL POLICY COMMITTEE

Minutes

November 2, 2022

Meeting called to order, 12:15pm

In attendance: Michael Shea (Co-Chair), Stephen Tomczak (Co-Chair), Gregory Adams, Amy Jansen, Tricia Lin, Virginia Metaxas, Alison Wall

Approval of Minutes: Minutes of October 19, 2022, Approved

Q=Question, A=Answer, C=Comment

OLD BUSINESS:

- Reminder to address HR notifications of faculty in their penultimate years, candidates for evaluation, DEC's and department chairs.

- Discussion of potential DEI inclusion in Faculty evaluations
 - Provost Prezant will be in attendance at the 11/16 PPC meeting.
 - Question was raised as to whether there will be a written proposal prior to that meeting.
 - The PPC had an in-depth discussion of the inclusion of DEI in faculty evaluations. Emphasis was placed on creating an institutional culture of DEI.

- Discussion on how and whether to include advising students in P&T evaluation process. There are already different ways of accounting for student advising by department.
 - PPC had a lengthy discussion. A summary of the arguments will be presented, discussion continued, and plans for next steps at the next deliberative meeting (2 meetings from now).

Meeting Adjourned, 1:55pm