



Faculty Personnel Policy Committee 2013-2014

Year-End Report

TO: Karen Gipson, Chair, ECS/UAS
Tonya Parker, Vice-Chair, ECS/UAS
FROM: Marie McKendall, Chair, FPPC
DATE: April 11, 2013
CC: Tom Butcher, University Counsel

FPPC Responsibilities: Faculty Handbook, Chapter 2.01.A.4.c.iii

Responsibilities: The FPPC has the responsibility to review faculty personnel policy matters that extend beyond the college, as specified by the ECS, and make appropriate recommendations to the ECS. The Chair of ECS shall convene the committee early in the fall semester each year for election of a chairperson and to specify personnel matters that must be addressed by the committee.

FPPC 2013-2014 Committee Members:

Administration: Jon Jellema, *ex officio*
Scott Richardson, Associate VP for Human Resources, *ex officio*
BCOIS: Kurt Ellenberger
CCPS: Christopher Kierkus
CHP: Dan Vaughn
CLAS: Jan Brashler, Gary Greer, Chuck Norris, and Gabriela Pozzi/Steven
COE: Jay Cooper/Nancy Patterson
KCON: Andrea Bostrom
PCEC: Paul Jorgensen
SCB: Marie McKendall
University Libraries: Linda Masselink

Meetings:

The FPPC meets every other Wednesday from 3:00-5:00PM. The committee met 14 times in the academic year 2013-14.

Charges and Actions

1. Partner Accommodation charge:

In light of the university's desire to recruit and retain excellent faculty, consider the advantages and disadvantages of creating policies regarding partner accommodation. Make recommendations if/as appropriate.

The FPPC used guidelines published by the American Association of University Professors to identify the possible components of a partner accommodation policy. We also researched policies and collected a number of examples from other universities. The FPPC proposed a policy that encompassed a variety of actions to support dual career couples for GVSU.

ACTION: Proposal approved by ECS on 12-6-13.

ACTION: Proposal approved by UAS on 1-31-14.

2. Affiliate Faculty charge:

In light of the university's increasing reliance on affiliate faculty, look into the question of how we should give Affiliate Faculty a voice in academic affairs proportional to the work that they do. (An initial survey of the job descriptions of affiliate faculty in different colleges/units is recommended.)

To complete this charge, FPPC gathered information about affiliate faculty from every College and from every department in CLAS. In addition, an affiliate faculty survey generated a 68% response rate. Using all information, the FPPC made five recommendations about affiliate faculty description, documentation, workload, governance avenues, and voting rights. The Provost volunteered to have a conversation with instructional deans about different voting practices in the colleges; she or a representative will send the results of that conversation to FPPC so that a final recommendation about voting rights can be made.

ACTION: Proposal approved by ECS on 2-14-14.

ACTION: Proposal approved by UAS on 2-28-14.

3. Faculty in Administrative Roles charge:

This charge was a carry over from 2012-2013. The initial proposal was approved by ECS and UAS the previous year, but was not approved by the Provost. On 1-17-14, ECS charged FPPC with the complete rewrite of Section 4. The FPPC proposed that because of the growth of numbers Academic Associate Deans and Academic Directors, three categories of faculty in administrative positions be adopted.

ACTION: Proposal on ECS agenda for 4-11-14.

4. Maternity Policy Charge:

This charge was also a carry over from the previous year; a proposal recommending language for the Administrative Manual, 4.2.7.2, was sent to ECS/UAS in January of

2013. In addition, in April of 2013, FPPC recommended a change in Maternity Leave policy that would provide a full semester of release time from teaching. During the 2013-2014 academic year, the initial proposal was sent back to FPPC for modification twice by ECS and once by UAS. Revisions were requested by the library faculty, the University Counsel, and the ad hoc Maternity Task Force. The FPPC believes the governance groups reached a thoughtful consensus on a new maternity policy, but it may be that after two years, everyone just felt sorry for us.

ACTION: Proposal approved by ECS on 2-21-14.

ACTION: Proposal approved by UAS on 2-28-14.

5. Section 2.7 Rewrite Charge:

This issue came to the attention of FPPC when concern was expressed by some faculty in CLAS about the addition of a paragraph to Section 2.7; the new paragraph gave the dean, in consultation with the unit, the right to recommend termination of a tenure-track faculty member's contract as long as it was done within 30 days of the annual review. The FPPC believes this language is too broad and that tenure-track faculty members should be terminated only for adequate cause and using adequate cause procedures. The University Counsel disagrees with the FPPC's position. On 2-7-14, ECS sent FPPC a formal charge to examine and make a recommendation about the language in 2.7.

ACTION: Proposal on ECS agenda 4-11-14.

6. Faculty Workload charge:

Review university, college, and unit policies and practices regarding faculty workload from the perspective of 12-month contracts and workload expectations other than course assignments under summer contracts, and identify inconsistencies that might exist across departments in the University. Examine the needs for standardization of workload expectations between 12-month faculty and 9-month faculty. Please also consider unit heads who are on 12-month contracts versus 9 month contracts, particularly relating to administrative demands on their time balanced with both teaching and scholarship demands.

The FPPC requested clarification on both the purpose and some of the specific requests in this charge. That feedback was provided in an ECS meeting on April 4, 2014, when members of ECS said they were unfamiliar with 12-month contracts, and they were mostly looking for information. There was also a concern with pay equity for those on 12-month contracts (i.e., the salary 12-month faculty receive compared to what they would receive if they taught summer classes). It is assumed that this charge will be carried over to next year.

7. Inclusion and Equity Charge

On 12-6-13, Jeanne Arnold addressed ECS about a Personnel Procedure Representative proposal that was returned by ECS to Inclusion and Equity in March of 2011. Because of the gap between receiving the returned proposal and Inclusion and Equity's response, ECS moved to send the matter to FPPC with a request to review the issue and make it

actionable. The FPPC received a memo about this on 4-4-14. However, the current chair of FPPC does not have materials from 2010/2011. FPPC members have concluded that we do not have enough information to understand or remember what occurred three years ago, and we cannot make any kind of recommendation regarding the matter. If ECS wants to make this a charge next year, the FPPC needs a copy of the original Inclusion and Equity proposal, the reason it was returned, and the rewritten proposal.

8. Other Activities

- A. FPPC supported a recommendation by FSBC about sabbaticals and part-time faculty.
- B. FPPC provided feedback about the proposed sabbatical policy:
- C. The FPPC members collectively lost 2.2861% of sanity. Prospect of recovery dubious.