**Faculty Personnel Policy Committee**

November 3, 2021

Minutes

Present: Marie McKendall (chair), Jeanine Beasley, Greg Cline (recorder), Rebecca Davis (recorder), Sean Lancaster, Jagadeesh Nandigam, Kim Ranger; Deborah Sanders,Benjamin Swets, Ed Aboufadel (ex-officio), Douglas Montagna

Absent: Chris Shafer, Kurt Ellenberger

1. Agenda approved by consensus.
2. Minutes from 10-20-21 approved by consensus.
3. Chair’s report
   1. Teresa Beck will attend the next FPPC meeting; she had a conflict for this meeting date.
   2. Parental Leave Policy suggestions went to HR. It is close to being presented to the senior leadership team. Deb Sanders said it has to go to Legal for review next/
   3. Leadership and Succession Planning charge has gone to ECS.
4. Peer Review Pilot Discussion
   1. ECS discussion led to agreement that a pilot was wanted by all. Some discussion again as ECS members are a little different from when this was proposed a year and a half ago. Some concern over the burden on faculty.
   2. Options for choosing a pilot. A lottery choice. Try with faculty from a different unit. Try low risk options, e.g., someone going up for Full from Associate in 2 years’ time, approach units that already have a similar process. Rebecca offered CON as a pilot site. We decided on the Associate Professor option for pilot.
   3. We will need to add hybrid and online review process before final proposal.
   4. Winter 2022, analyze results in Fall 2022, implement in Winter 2023.
   5. Provost signaled this was important to senior administration as well.

5. 12-Month Faculty Vacation Charge.

* What does the university mean when it says “vacation day”?
  + 1. Doesn’t appear to be defined by HR.
    2. How much downtime exists for 12-month faculty? Jeanine reported very little exists.
* Why do faculty have the idea they take vacation anytime they want? The first sentence says vacation for faculty members on academic year appointments is limited by the academic calendar.
  + 1. The proposal drafted and forwarded by FPPC said nothing about it being an option any time a faculty member asked for the time off.
    2. Option available for creative scheduling, e.g., from 15 weeks to 8.
* Are we still committed to the ideal that 12-month faculty should get 20 scheduled vacation days per year, and should be able to take two consecutive weeks?
  + 1. Committee agreed to continue to support 20 days of scheduled time off and a two-week break when possible and desired
* What other questions/concerns do we have for Teresa’s visit?

1. Data visualization for LIFT
   1. Marie Presented the update on the LIFT charge that she will take to ECS for feedback.
2. Combining tenure and promotion.
   1. FPPC studied this question several years back. At that time the committee found that standards varied widely across colleges and units. FPPC didn’t come to a final conclusion at that time as legal would not sign off on combining the decision.
      1. Marie asked if legal would still be a barrier, so that the FPPC doesn’t expend effort for no purpose.
      2. Ed reported that there have been some yes-tenure/no-promotion votes that were questionable based on written guidance.
      3. Ed presented data on promotion and tenure decisions 20-year timeframe.
      4. Do we go with the higher standard if merged? Not necessarily, each college and/or unit could rewrite.
      5. KCON, Health Professions, Library and SPNHTM representatives made cases for keeping these separate. Some hires are still working on final degree; others are in fields with very few options for publishing research.
      6. Can this decision be left to the units, except where the standards are identical for both decisions? Ed said we need to check with Legal