



Faculty Personnel Policy Committee

To: Karen Gipson, Chair of ECS
From: Marie McKendall, Chair of FPPC
RE: FPPC Annual Report, 2014-2015
Date: April 9, 2015

The FPPC received six charges from ECS for the 2014-15 academic year; the committee completed and forwarded reports/recommendations for all charges:

1. Faculty workload

Review university, college, and unit policies and practices regarding faculty workload from the perspective of 12-month workload expectations 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.
- Pay special attention to faculty in CHP and KCON.
- Pay special attention to how summer course assignment load may affect vacation leave.
- Pay special attention to the consequences of “temporary” summer employment for recurring, expected assignments.

ECS discussion: April 3 and April 10, 2015
Votes pending.

2. Probation period of faculty contracts Examine Section 2.7 of the Administrative Manual and make recommendations for revision if/as necessary.

ECS approval: Feb. 6, 2015
UAS approval: Feb 27, 2017
Jon Jellema and Karen Gibson appointed to revise handbook: April 3, 2005

3. Role and use of Faculty Workload Plans (WPs)

- Explore consistency of usage between units within colleges, and consider whether more standardization is needed. Explore accountability issues and consider the possibility of adding a reflection on previous WP in the FAR.

ECS approval: March 6, 2015
UAS approval: March 27, 2015

4. Family leave

Explore existing options for faculty who may take leave for adoption, elder care, etc. and make recommendations for improvements as appropriate.

ECS accepted report and sent it to the Senior Management Team for discussion and response: Feb. 6, 2015

Senior Management Response: March 20, 2015

5. Affiliate Faculty

Subsequent to the implementation of the new Affiliate guidelines, explore ways to ensure Affiliate faculty a voice commensurate with the work that they do. (For example: consider the pros and cons of counting Affiliate faculty in the yearly census for each college and giving them seats on select faculty governance committees.)

ECS accepted report: Jan. 16, 2015

6. Personnel review criteria

Investigate practices across the university for delineating criteria for tenure and for promotion to Associate Professor, and make recommendations regarding whether the decisions should be linked or whether it's necessary to have two separate votes (and accompanying paperwork) even when the decisions occur at the same meeting.

ECS accepted the report and forwarded it to the task force working on personnel procedures: January 23, 2015