

Report of Personnel Policy Committee, 2013-14 Academic Year:

Committee co-chairs: David Aspnes, Leda Lunardi

Committee members: Derek Aday, Jason Allaire, Tommy Holden, James Knowles, Wendy Krause, and Juliana Nfah-Abbenyi. Some meetings included Betsy Brown as a participant.

Completed business:

(1) A proposal for the creation of an Ombuds position at NC State originated in the PPC, and a resolution recommending that it be accepted was passed by the Faculty Senate, both last year. Progress continues this year, with subsequent versions of the proposal reviewed, edited where appropriate, and approved by the PPC. The proposal continues to move forward, and is now on the Chancellor's desk.

(2) Committee members discussed documents involving faculty policy and regulations brought to the PPC by Betsy Brown for suggestions, recommendations, and approval. Official policy and regulation documents included: POL05-20-01 Joint and (Multi-)Interdisciplinary Appointments; POL04.25.05, Equal Opportunity and Non-Discriminatory Policy; REG 05.20.04 Post Tenure Review of Faculty; REG05.20.05 Consultation and Written Assessment etc. in RTP Review; REG05.20.20 RPT Dossier Format Requirements; REG05.20.24 Scholarly Reassignment for Faculty; REG05.20.27 Statement of Mutual Expectations; REG05.20.31 Tenure Clock; and REG05.20.34 Non-Tenure Track Faculty Ranks and Appointments. In addition the PPC also discussed summer-salary policy for faculty with sponsored research; a proposed revision to the Faculty Teaching Workload; a proposed revision to interpersonal-relationship regulations; a proposed regulation on additional compensation paid through the University; and a Faculty Retention Report.

(3) The PPC dealt with a situation where the City of Raleigh made an effort to require faculty members to obtain a business license at a \$50.00 annual fee. The situation arose when a faculty member accepted an honorarium for participating in a review committee of a professional society. The situation was resolved after several phone calls. As a result, guidelines regarding City of Raleigh business licenses were drawn up and posted on the Faculty Senate web site. These remain unofficial, because neither the City of Raleigh nor the NC State Legal Department wanted to create official policy on this matter.

(4) The PPC formulated and brought forward a resolution regarding "Transfer of Tuition Waivers for Dependents of Faculty and Staff". The objective was to amend and expand existing policy to allow eligible employees to accrue and bank unused waivers year-to-year, and to allow employees to transfer accrued waivers to eligible dependents. The resolution was approved by the Faculty Senate.

(5) The PPC brought forward a Resolution on the Requirement for Proper Notification for Falsified Results, which was the result of an issue of concern raised by the Department of Chemistry. The objective was to clarify paragraph 6.6.2 of Section 6.6 "Institutional Review and Decision" of Regulation 10.00.02 "Responding to Allegations of Research Misconduct", which reads in part "... the Vice Chancellor for Research and Innovation will determine...whether ...editors of journals in which falsified reports may have been published...should be notified of the outcome of the case." The resolution

replaced the “*should be notified*” to “*be communicated*”, i.e., making notification of the appropriate journal editors a requirement. The resolution was approved by the Faculty Senate.

(6) The PPC brought forward a Resolution on the Issuance of Credit Cards to Principal Investigators on Contracts and Grants. The resolution was initiated as an effort to level the playing field for principal investigators on grants by giving such investigators the opportunity to obtain credit cards for grant purchases, since at present the practice varies widely among colleges and departments, and in many cases investigators are not informed that this possibility exists. The resolution was not approved by the Faculty Senate.

(7) The PPC met with Donna Johnson, University Program Specialist, to review and make recommendations regarding memberships of the various standing committees for the 2014-2015 academic year.

(8) Finally, a number of other possible issues were discussed, although not taken to a conclusion. These included the formation of an Academy of Outstanding Researchers/Scholars, but in the absence of a specific proposal this remains unfinished business. Other topics in the unfinished-business category include inadequate faculty input in cluster hiring, and inadequate DSO facilities, which result in additional loads being placed on teaching faculty to meet DSO requirements. These items can be discussed at PPC meetings next year.