

Faculty Senate Personnel Policy Committee

Meeting Minutes —September 3, 2019

Members in attendance:

Donna Carver, Mark Darhower, Trevor Little, Herle McGowan, Daniel Monek, Steven Vincent, Jennifer Kuzma (co-chair)

Members absent:

Sarah Carrier (excused), DeLeon Gray (on-leave), Leda Lunardi (excused), Tom Koch (on leave), Matt Rever (co-chair)

We discussed two issues from the previous year:

1) Issue----Professional Track Faculty: Renaming of Non-tenure track (NTT); and raising of salary baseline above postdoc pay minimum.

The committee had questions about the progress of NC State in implementing the Senate Resolution suggestions.

Action item----Steve offered to contact the Provost and Vice Provost, Katherine Stewart to inquire.

2) Issue---Diversity and Inclusion.

Last year the committee began to consider issues related to diversity, inclusion, and climate for faculty and staff (and by extension students) at NC State. We briefly discussed whether to pursue a more targeted subset of issues under this umbrella, but no decisions were made.

We also considered two new issues of concern brought forward by faculty to the committee:

1) Issue—State Collection of Identifiable Health Data from Employees on the State Health Plan

See Jennifer’s email of 9/2/2019 for a summary of the issue. We decided to do more research on the NC policy and what it entails, and afterwards, have an interim goal of educating the faculty and staff about the issue.

Action item---Trevor offered to read more on the state policy and inquire with HR-Benefits. He is identifying someone from Benefits who can brief our committee about the implications. Once someone is identified, we will extend an invitation to them for one of our upcoming meetings.

2) Issue---HR Processes

See Jennifer’s email of 9/2/2019 for a summary of one of the issues under HR processes—delays in faculty recruitment leading to loss of candidates to other institutions. In addition to that problem, we identified other questions for HR—

- what is, and accounts for, the diversity of HR practices in various colleges (e.g. search committee rankings or not, etc.)?
- what are the categories of waivers for hiring practices and how are they being used? (in particular, the “other” category)
- what would be the pros and cons of HR specifying the time an action is expected to take (on their part) and communicating those expectations to faculty or staff during the hiring process?
- what are the formal COI policies for search committees at NC State across all colleges? are non-disclosure agreements a part of those processes when faculty know candidates from outside of the search process?
- what is the progress in the transition of HR to two conceptual units based on “service” and compliance as presented to us last year?
- how can we improve delays in faculty recruitment leading to loss of candidates to other institutions?

Action Item—Jennifer will contact Marie Williams Associate Vice Chancellor for HR to invite her to attend an upcoming meeting to discuss the above issues.