

# Personnel Policy Committee Meeting Minutes

January 19, 2021

Committee Attendance: McGowan, Ashwell, Darhower, Carrier, Lunardi, Little, Gunter, Koch

Ideas/Questions/Concerns regarding transparency in the hiring process and development of an appeals process when a Dean goes against a Department's vote/wishes:

- Key concern: Lack of formal communication, documented feedback
- Questions:
  - What practices exist for hiring Department Heads? E.g. Submission of ranked vs. unranked candidates? Votes of acceptable/unacceptable? Who votes?
  - How much variability is there in these practices? E.g. Does it vary by College? By who the current Dean is?
- Survey across Deans?
  - What would you do if the faculty really wanted Candidate X but you wanted Candidate Y...how would you proceed? What if Candidate Y had been voted unacceptable?
- Possible goal: Establish best practices for hiring Department Heads
- Next step: Invite Katherine

Looking ahead:

- Sexual harassment on campus (suggested by last year's committee)
- Phased retirement for professional faculty--look into school opportunities at School of the Arts
- Salary equity--UNC salary survey in the works; wait until more information on this

Follow-up:

- Over 600 responses to COVID survey
- Help needed to dig into data:
  - Can any results from the survey be used to guide the COVID impact statement?
  - How to have increased faculty participation in decision making?