

Personnel Policy Committee Meeting Minutes

April 27, 2021

- Met with Paul Umbach and Stephen Porter of the NCSU Chapter of the AAUP about the [statement on pandemic-related support for faculty](#)
 - This report also appears on the [AAUP website](#)
- Motivation for the statement came up in conversations with AAUP members, colleagues of the AAUP officers, for example:
 - Concerns about reopening
 - Burden on faculty (not everyone's affected the same way), so we need to support those most vulnerable (e.g. untenured faculty)
 - The stigma/burden associated with asking for help
- The specific suggestions were came from:
 - Policies at universities across the country and realizing that support is not the same here (there are things we could be doing better)
 - Literature (e.g. on tenure clock extensions)
 - Listening to colleagues at NCSU
 - Brainstorming during AAUP meeting
- The AAUP chapter would like the PPC to consider the suggestions and encourage the Provost to implement them (all, or a few that we choose to highlight)
 - They are concerned about this getting lost over the summer, so we discussed developing a memorandum that could be sent to the Administration now rather than waiting until fall for a formal resolution from the full Faculty Senate
 - We could follow up with a resolution in the fall if necessary
 - The PPC could suggest that the Provost's Office consider plans/evaluate what's possible over the summer, so they are ready to actually implement in the fall
- Questions/comments/other points of discussion:
 - In suggestion 5, where did the information about the \$1000 course prep supplement come from? It may not have been available in all colleges
 - This was based on experience of AAUP members/officers
 - There needs to be open discussion about provisions for teaching in-person in the fall. For example, what are faculty with young children supposed to do if they cannot send their children to school/daycare?
 - In suggestion 4, the phrase "faculty with children" needs to be made more precise; for example, "faculty with children at home" or "faculty with dependent children"
 - Are COVID statements going to go in a faculty member's file, to be read/judged by peers? Are peers able to evaluate these meaningfully? These statements veer into personal territory when we should be evaluating scholarship & teaching. What could be the unintended consequences of this?
 - Was there input from professional faculty on these recommendations? Yes, a lot of chapter is professional track

- There are still a lot of conversations to be had and decisions to be made about the safety of plans to return in person in the fall
 - For example, requiring vaccines; UNC Asheville's Faculty Senate recently passed a resolution that they will not teach if students are not required to be vaccinated
- Clock extension: What if more than 1 year is needed? The impacts of COVID are still ongoing
- With respect to recommendation 2: How do you imagine numerous course releases being implemented (so that the responsibility of keeping classes going does not fall entirely on the teaching-track faculty)?
 - Statement made it clear that the financial burden for funding course releases not fall on the departments; perhaps the Provost's Office could provide money to hire short-term adjuncts
 - Motivation for this recommendation was that some faculty don't want to put off going up (as this has financial implications), but would love more time to focus on research
- Is there a recommendation that was considered more important / a higher priority than the others? No