

Personnel Policy Committee Meeting Minutes

September 8, 2020

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

Guests: Courtney Thornton, Amy Jinnette, Monica Banks

Agenda item - Review of prior year's PPC activity

- [Faculty PPC Meeting notes 4-13-20](#)
- New or continuing IOCs that arose during conversation:
 - How to define 9 month contracts
 - Impacts of early start this year
 - Impacts on insurance
 - Can faculty meetings be required during the summer months?
 - Does HR or BOG define contracts?
 - Ask Marie Williams or Courtney Thornton
 - Sexual harassment
 - Can we add questions to the COACH survey about this?
 - Ask Katherine Stewart
 - Faculty benefits
 - Quality of healthcare
 - Term required to be vested for pension
 - University College (Music) pathway to tenure
 - Check with Jennifer K about minutes/notes from meeting with Duane Larick last year

Agenda item - Presentation of Ideas about "COVID impact statement" in the materials submitted for these review processes, as well as modification of the requests that go to external evaluators for RPT from the Provost Office (K Stewart, C Thornton, A Jinnette)

- First question for committee: Do we feel it is worthwhile to have/allow such a statement?
 - General sense is yes, this is worthwhile
 - COVID has impacted all aspects of faculty life, for example:
 - Lab work / research was delayed May to September, which are usually high productivity months
 - Normal responsibilities take longer, such as preparing materials to teach online, or increased advising due to student questions/concerns
- Second question for committee: How/where do we allow faculty to include such a statement?
 - Allow additional page in faculty statement in RPT, post-tenure review packets
- Question from committee: How will this be evaluated?