

Personnel Policy Committee Meeting Minutes

November 17, 2020

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

Guests: Ivan Kandilov

IOC09b - Administrative interference in Hiring

- Dr. Kandilov provided some more context and background information about the IOC
- The two core concerns:
 - Transparency in the hiring process--while the Dean has final authority in approving hires, there should be an explanation provided when s/he goes against the Department vote/wishes
 - A grievance process for appealing a Dean's decision (i.e. something similar to the appeal process for RPT decisions)
- A question was also raised about if a [waiver](#) had been requested by the Dean and approved by OIED
- Next steps for our committee:
 - Review the policy/regulation on faculty grievance in the case of non-reappointment: [POL 05.25.01](#) and [Reg 05.24.04](#)
 - Could we suggest a similar process be implemented for initial hiring decisions?
 - Review the hiring regulation: [Reg 05.55.02](#)
 - What changes could be suggested to make the process more transparent, and/or allow for an appeals process?
 - Committee members should review this information and bring any questions/comments/concerns/ideas to our first meeting in the Spring Semester (currently scheduled for January 19)

Update on COVID survey:

- Goal is to deploy during December, so a draft will be circulated for comments via email