

Personnel Policy Committee

2021-2022 Final Report

Jennifer Kuzma and Herle McGowan, Co-Chairs

Members: Sarah Carrier, Tom Koch, Leda Lunardi, Walt Robinson

The Personnel Policy Committee (PPC) considers issues that affect the work of the faculty at NC State University. During the 2021-2022 academic year, the PPC discussed seven formal Issues of Concern (IOC) as well as other topics. Major themes of discussion included: continued impacts of the COVID-19 pandemic on faculty responsibilities, particularly with regard to teaching face-to-face; salary equity; and more formal recognition of faculty efforts with respect to diversity, equity, inclusion, and belonging during faculty evaluation processes. Major outcomes of the committee included a Resolution Supporting a COVID-19 Vaccine Mandate (see Appendix A) and a proposal to form a Special Select Diversity, Equity, Inclusion, and Belonging (DEIB) Committee of the Faculty Senate (see Appendix B). Business of the committee is summarized below, organized by meeting date.

August 24, 2021: Discussed IOC 2021-1 and 2021-7. **IOC 2021-1** urged consideration of a university-wide vaccine mandate, in response to which the PPC drafted a Resolution Supporting a COVID-19 Vaccine Mandate, which was adopted by the Faculty Senate on September 14, 2021. No formal response to this resolution was received from the Administration. **IOC 2021-7** requested that a virtual option be maintained should the Faculty Senate start meeting again in person. The PPC drafted a memorandum encouraging allowances for hybrid participation in any future faculty senate meetings.

September 7, 2021: Continued discussion on vaccine resolution; met with Roy Baroff for an update from the Ombuds Office.

September 21, 2021: Began discussions on the DEIB initiative. Conversations about more formally recognizing work with respect to DEIB across all realms of faculty responsibility on the SFR began among the College of Sciences Department Heads and were brought to the attention of the Faculty Senate Executive Committee, at which point the PPC agreed to consider the issue. Discussions by the PPC expanded beyond the SFR to consider all points of faculty evaluation as part of the RPT and post-tenure review processes.

October 5, 2021 (Committee did not meet due to Fall Break)

October 19, 2021: Discussed IOC 2021-8 and 2021-9. **IOC 2021-8** requested waivers to in-person teaching requirement for faculty with unvaccinated children at home. **IOC 2021-9** recommendation for proposed resolution that instructors of record be granted full flexibility and final authority to determine the mode of instruction. Committee feelings about the need for resolutions around either of these issues were mixed; members were generally in favor of additional support during COVID for faculty with dependents, but felt that there were political and administrative barriers to supporting resolutions for either IOC. This led to a broader discussion about the general lack of support for faculty with children, and how this could affect recruitment and retention of faculty at NC State. The committee did not see a particular path forward at this time, however, the PPC is encouraged to consider this again in future years.

November 2, 2021: Committee approved the memorandum in response to IOC 2021-7, which was sent to Chair Berry-James on November 9, 2021. The committee also began discussions on salary equity, motivated by a pay and compensation study conducted at Western Carolina University and presented at the UNC System Faculty Assembly.

November 16, 2021: Met with Senior Vice Provost Katharine Stewart to discuss the DEIB initiative.

November 30, 2021: Discussed **IOC 2021-15**, which requested support for a policy change recommended by the Evaluation of Teaching Committee. The proposed change brings the evaluation period for Teaching Professors in line with that of Full Professors (5 years, or to match contact length for Teaching Professors with 3-4 year contracts). The PPC had no concerns with the proposal and recommended that the Faculty Senate support it. We also continued discussing salary equity and decided to convene a joint meeting of the PPC, Resources and Environment Committee (REC), and the Subcommittee for Policy Development at the Council on the Status of Women (CSW) to discuss what each committee had considered, still had concerns about, and how we could work together to proceed.

January 18, 2022: Evaluated where the committee left off last semester and determined steps forward for this semester. Initial discussion of **IOC 2022-02**, which raised concern about a “gap month” in health insurance benefits for retiring faculty. The PPC determined that additional information about the policy was needed. A request was sent to University Human Resources but received no response. Ultimately, the issue was addressed during the March 8 meeting of the full Faculty Senate during a presentation by Gareth Washington, Director of Benefits, Employee Wellness and Work Life. Information about insurance coverage and options are available to retiring faculty online, during workshops, and or by speaking with a benefit consultant.

February 1, 2022: Continued discussion on DEIB initiative.

February 15, 2022: Joint meeting with REC and CSW on salary equity. REC is working on a data request; which they will share when they get the data.

March 1, 2022: Continued discussion on DEIB initiative.

March 15, 2022 (Committee did not meet due to Spring Break)

March 29, 2022: Discussion of **IOC 2022-05**, which expressed concern about the process by which a Lecturer may be to be switched to the Professorial Track. It was determined there was little to do about the specific case motivating the IOC, however, the committee was concerned about the potential for using the Lecturer track to conserve resources, which might in turn lead to inequities in the treatment of professional track faculty who focus on teaching. The PPC discussed a request for data that could clarify if this were an issue across departments and colleges; a data request was submitted in April 2022 but the committee has not had the chance to review the data as of May 2022.

April 12, 2022: Worked with Nikki Cofield and Amy Jinnette on faculty assignment to University Standing Committees. Continued discussion on IOC 2022-05.

April 26, 2022 (Committee did not meet after official close of 68th Session)

Appendix A

NC STATE UNIVERSITY

68th Session of the Faculty Senate

Resolution

Supporting a COVID-19 Vaccine Mandate

WHEREAS the COVID-19 virus and its variants are a continued and evolving threat to public health;

WHEREAS, at the time of this resolution, one vaccine has been granted full approval by the FDA, and the others are expected to gain full approval soon;

WHEREAS, Faculty Senate affirms the value of a safe in-person experience for all students, faculty, and staff;

WHEREAS, NC State University has a responsibility to provide for the health and safety of its students, faculty, and staff;

NOW, THEREFORE, BE IT RESOLVED by the Faculty Senate of NC State University that it supports a mandate for the COVID-19 vaccine for all students, faculty, and staff who have class or work responsibilities on campus, according to regulations for vaccine administration set by the FDA or vaccine manufacturer, subject only to medical or bona fide religious exceptions.

First Reading:	September 14, 2021
Second Reading:	Waived
Adopted:	September 14, 2021

Appendix B

Creation of the Special Select Diversity, Equity, Inclusion, and Belonging Committee of the Faculty Senate

The Faculty Senate will convene a Special Select Committee to address how Diversity, Equity, Inclusion, and Belonging (DEIB) work, across all realms of faculty responsibility, can be more formally recognized during the reappointment, promotion, and tenure and post-tenure review processes. Based on recommendations from the Faculty Senate Executive Committee.

The committee charge is motivated by the new Strategic Plan, which asserts that Inclusion, Excellence, and Community are among the core values of the University. In particular, Goal 4 of the Strategic Plan is to “Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.” Much of the work to achieve this goal will be done by faculty. To achieve it, therefore, campus administration and departments, through the deliberations and judgments of their voting faculty (DVF), must recognize and support faculty who engage in high-quality DEIB work. Such work can take place within the research, teaching, service, extension, and all other realms of faculty responsibility. The purpose of any changes recommended by the Senate Select Committee is to appropriately recognize faculty efforts in this area.

The [draft] charge of this committee is to:

- 1) Document current and planned efforts to evaluate faculty efforts with respect to DEIB, and use this knowledge to inform charge (3) and (4)
- 2) Give faculty opportunities to express their views in appropriate forums,
- 3) Propose updates to documentation relevant to faculty hiring, reappointment, promotion, and tenure and post-tenure review, including but not limited to: the Statement of Faculty Responsibilities; Policies, Rules, and Regulations; and College and Departmental documentation,
- 4) Suggest written guidelines on evaluating DEIB work, both broadly defined and within discipline, that would be made available to department voting faculty, and
- 5) Share periodic updates with the Faculty Senate during the 2022-2023 academic year, with the goal of having a final report prepared by May 1, 2023.