

# Personnel Policy Committee

## 2022-2023 Annual Report

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Members: Sarah Carrier, Harriet Edwards, Jerman Marchant, Nilakshi Phukan, James Scalise, Michael Taveirne

The Personnel Policy Committee (PPC) considers issues related to the NC State faculty. Two issues were carried over from the previous year. The following is a synopsis of committee meetings and actions during the fall 2022 term.

**August 30, 2022:** Discussed the two issues of concerns (IOC) carried over from the previous year:

1. The formation of a Senate committee to consider and recommend policies and procedures to insure that work on diversity, equity, and inclusion (DEI) is valued and considered in the retention, promotion, and tenure.
2. Practices, across campus, for designating instructional faculty as Lectures or as Teaching Faculty, and for the transition from one role to the other.

Also two proposals for panel to be included in Faculty Senate meetings were proposed to be brought to the Senate Executive Committee for consideration:

- A panel including campus leaders and independent experts to inform the campus community about the implications of this phase of the pandemic, likely future developments, and the campus response;
- A report to the Senate on the outcomes and planned actions resulting from the work of last year's Post Covid-19 Innovation Task Forces.

**September 13, 2022:** Continued discussion on the IOC regarding Lecturers and Professional Track faculty. Received a new IOC, 2022-003, regarding expanding (large) enrollments in online courses. In addition, there was discussion regarding increasing expectations for university work by 9-month faculty during summers, when 9-month faculty members are off-contract.

**September 27, 2022:** Guest Tim Danielson, Associate Vice Chancellor for Human Resources, attended to discuss the draft of a Drug & Alcohol Free Workplace Regulation. Since NC State currently does not have a written policy, there was a detailed presentation, followed by lengthy discussion. With no objections, it was decided to bring the draft to the full Senate for discussion.

Regarding the issue of Lecturer and Professional Track Faculty, Dr. Stewart, Senior Vice Provost for Faculty Affairs, presented an update on the relevant regulations. Some departments have already updated their standards for promotion of Lecturers and Professional Track Faculty, while the majority have not, due to the COVID-19 pandemic.

**October 11, 2022:** (Committee did not meet due to Fall Break)

**October 27, 2022:** A new IOC (2022-05) was received regarding faculty grievance process (see material on the NC State Policy). The author of this IOC, Prof. David Genereux, who chaired a Grievance Panel in spring 2022 was invited to the following PPC meeting.

**November 8, 2022:** Prof. Genereux, who served as Chair of a Faculty Grievance Panel in spring 2022, presented his concerns on the present NC State grievance policy REG 05.25.01 and REG 05.25.04. Dr. Genereux's specific concerns are that the NC State policies are tilted in favor of the respondent. Dr. Genereux prepared an analysis comparing NC State's policies with UNC policy and peer institutions and providing examples of NC State's rigidity. For example, at NC State the 60 day window for filing a grievance is shorter than other universities. Dr. Genereux lamented the legalistic tone of the grievance process at NC State and the perceived role of representatives of the Office of General Counsel as representing the respondent. Dr. Genereux shared his views that this process is difficult and that parties must be able to work together following a grievance. He added that to deny a grievance based on a legal "technicality" is unfair.

Senior Vice Provost Dr. Katharine Stewart responded that rather than compare ourselves with other universities, NC State policies must be in alignment with the UNC code. She expressed her view that this is an important conversation and suggested the creation of a document with specific recommendations for policy changes, and outlining the concerns discussed at the meeting. Dr. Stewart advised the PPC to recommend to Provost Arden to consider the creation of a working group for revision of the NC State grievance process policy. Such a recommendation would include suggestions for the working group members, such as former Faculty Grievance Panel Chairs, Faculty Grievance Committee Chairs, administrators, and faculty.

**November 15, 2022:** The report on Grievance policy was read to the Faculty Senate and received approval to submit the above described recommendation to Provost. This recommendation is to be reviewed in the December meeting.

**November 22, 2022:** (Committee did not meet)

**December 6, 2022:** The Committee reviewed and approved the recommendation memo to be sent to the provost in regard to grievance procedures.. It also reviewed the list of IOCs that need more information to be considered next semester(IOC 2022-003, 2022-006), including a new IOC regarding the status of the University Budget Advisory Committee, for which the most recent [posting](#) on the campus website is dated September 3, 2020.

**January 17, 2023:** One of the items for the committee was the discussion and recommendation of candidates for the Grievance Policy and Regulation Working Group following Reg. 5.25.01 Sec 2.2.

After a brief statistical data analysis of two years enrollment online courses provided by Charles Cliff, the committee decided to suggest to the Executive Committee a Faculty Senate Panel Discussion. The objective is an open forum from different perspectives and colleges.

Other items included: upcoming state health plan changes, and inquiry about the now defunct University Budget Advisory Committee or to have an invitation for the next year Faculty Senate.

**January 31, 2023:**(Committee did not meet)

**February 14, 2023:**(Committee did not meet)

**February 28, 2023:** The Committee reviewed and discussed potential participants for the FS Panel on Large Enrollment Online Courses to be held on April 4. Walt was chosen to provide background information (context) and introduce four speakers before the Q&A.

**March 14, 2023:**(Committee did not meet)

**March 28, 2023:** The Committee reviewed the list of potential speakers for the upcoming FS Panel on Large Enrollment Online Courses with the organization of some questions for the speakers.

Dr. Stewart provided a working document "Harassment Faculty Resources" for comments. There was a particular discussion on comments that students write on class evaluations. The document will be brought to the Faculty Senate next Fall.

Another topic of discussion included some of the proposed changes to Chapter VI of the UNC Policy Manual that seem to weaken the tenure and the grievances process.

The last item discussed was the background requirement for non-paid employees as per the circulated memo from the vice-chancellor of Research, who may be a potential FS guest for next Fall.

**April 11, 2013:** The Committee discussed the lessons learned after the FS Panel on the large online sections. It was considered very informative.

The Committee read FS Resolution for DEI support working draft which will be brought to the full FS next Fall. At the end of the meeting, the committee reviewed the University Standing Committees membership.