

Personnel Policy Committee

2023-2024 Annual Report

Walt Robinson, Michael Taveirne Co-Chairs

Members: Harriet Edwards, Jerman Marchant, Nilakshi Phukan, April Kedrowicz, Ali Hajbabaie, Anne Burke.

The Personnel Policy Committee (PPC) considers issues related to the NC State faculty. The following is a synopsis of committee meetings and actions during the Fall 2023 and Spring 2023 terms.

November 7, 2023 Meeting

- Possible updates to Reg 05.20.34 as it pertains to professional track faculty (Dan Monek). The PPC agreed that these updates were reasonable and appropriate.
- IOC regarding training to address interpersonal violence - update (Anne Burke) Subsequently, such training has been piloted in a session for leadership in the College of Sciences. There are plans to extend this to other colleges, and we anticipate reporting to the Senate on this in AY 2024-25.
- Statement of Faculty Responsibilities (SFR) template language (Walt Robinson) The PPC recommended changes to the SFR template. These were endorsed by the Senate and transmitted to the Provost in a [memo](#). To date, the Office of the Provost has not acted on these recommendations.

January 30, 2024 Meeting

*Joint Meeting with Academic Policy Committee

An Issue of Concern was submitted regarding the ClassEval System, specifically what updates/reviews have occurred to ensure that the evaluation system is equitable and fair for all instructors.

The IOC was discussed in a joint meeting of the Personnel Policy and Academic Policy Committees. Invited Guests included Dr. Diane Chapman (OFE) and Grae Desmond (ISA). Dr. Chapman is a member of the University Standing Committee on ClassEval. After the meeting, both PPC and APC concluded that the concerns listed in the IOC were being addressed by the University Standing Committee and that it would be best for the Faculty Senate to defer to the University Standing Committee.

April 9, 2024 Meeting

The PPC met to discuss an IOC regarding increased use of background checks for all visiting individuals across the University, specifically adjunct faculty. The PPC met with Tim Danielson (Associate Vice Chancellor for University Human Resources and Chief Human

Resources Officer for NC State University). Mr. Danielson discussed all the issues presented in the IOC addressing the need for background checks for visitors with access to students, minors, technology systems (i.e. MyPack) to ensure the safety for individuals, as well as online/technology based resources. Some background checks are required by Federal, State, and University System, or NC State University law/policy, and some are above those requirements based on Human Resources assessment on the need. There is still concern that these background checks can be repetitive, overburdensome, and costly for some individuals, including adjunct faculty and should be routinely assessed by University HR to ensure that the purpose of these recurring background checks are serving their intended purpose.