

Faculty Personnel Policies Council Minutes  
Meeting #6  
December 6, 2019

Present: Alan Colburn, Kirsty Fleming, Don Haviland, Unna Lassiter, Richard Marcus, David Stewart, Jalal Torabzadeh, John Wang.

1. Approval of agenda and minutes

- Approved unanimously.

2. Announcements

- None.

3. University Awards Committee (UAC) Charge (online at <http://tinyurl.com/uac-charge>)

- Proposed (voted and approved unanimously): to remove representative from FPPC on UAC (concern that there are not always FPPC members willing to serve).
- Proposed (voted and approved unanimously): add a line of explicit annual reporting from UAC to FPPC to ensure that information is clarified to serve any relevant FPPC business, including possible changes to University Awards Policy.

4. 96-09 Permanent Reassignment of Tenured or Probationary Faculty Members

- Discussion: level of college review of (data) on impacts of move?
  - Reason for the dean part in. Don't want to trigger policy if a non-starter. Budget, personnel, etc.
  - Need to also consider that it may not be initiated by the candidate.
- Which department(s) votes? Change language that both sending and receiving departments vote. The results of the vote are forwarded to the dean as part of the recommendation to the provost.
- Who votes? 1) anybody who teaches in that semester 2) same as a department chair 3) anyone of equal or higher rank:
  - For informational purposes, from Chair's Policy: "2.1 Tenured and probationary faculty members, including individuals who are on authorized leave status, are eligible to vote for recommendation of candidates for department chair. Participants in the Faculty Early Retirement and Pre-Retirement Programs are eligible to vote regardless of time base and semester of employment. Faculty members of the department who have a Management Personnel Plan (MPP) assignment and teach at least six (6) weighted teaching units (WTUs) within the department each semester during that academic year are

eligible to vote. 2.2 Lecturers with three (3)-year contracts and a time-base of at least .5 (7.5 WTUs) in the department in the semester that the nominations and elections are held may vote for the purpose of recommending the department chair.”

- No. 2 on the role of the dean. What information does the dean need to provide? Decision to add line about the dean providing any “data” used in the process. Richard and Dave supported: adding Academic Department and Program impacts to clarify that the data sought is not on personnel or HR (which is not sharable) but rather specifically impacts on Academic Department and Programs (metrics, targets, etc.).
- Partial transfer (Dave): In the case of partial transfers - where a person retains a partial transfer all rights and privileges are retained in each department.
- After number of members fell below quorum, those present informally approved sending policy to members via email for online approval.

5. Next Meeting: February 2020

ADDENDA: The council approved via e-mail vote policy 96-09 Permanent Reassignment of Tenured or Probationary Faculty Members (now renamed) on December 11, 2019.