

SENATE COMMITTEE REPORT 2009-2010

NAME – Personnel Committee

MEMBERS--Craig Allen, Journalism and Mass Communications, Downtown (chair); Eddie Alford, Applied Sciences & Mathematics, West; Heather Campbell, School of Public Affairs, Downtown; Paul Espinosa, Transborder Chico/a & Latina/o, Tempe; Pamela Kulinna, Secondary & Physical Education, Polytechnic; Keith Miller, English, Tempe; Jit Muthuswamy, Bioengineering, Tempe; Doug Olsen, Economics, Finance & Marketing, West; John Shaeffer, Geographical Sciences, Tempe; Jami Shah, Mechanical, Aeronautics, Chemical & Materials Engineering, Tempe; Leslee Shell, Fletcher Library, West; John Hepburn, Off of Vice Provost Academic Personnel (ex officio).

NUMBER OF MEETINGS HELD – 6

SPECIFIC ISSUES CONFRONTED OR DISCUSSED – Faculty workload; Revisions to ASU health care policies; Retirement insurance; Non-Tenure Eligible Faculty concerns

DISPOSITION OF EACH ISSUE CONFRONTED OR DISCUSSED-- Faculty workload, the committee prepared a faculty-wide survey to determine concerns; the survey was not completed by year's end); Revisions to ASU health care policies (the Committee opened dialogue with ASU Human Resources for sessions and further information in 2010-2011 and beyond; Retirement insurance (the Committee conferred with ASU Human Resources and expressed support for faculty's one-time only opt-out to Arizona State Retirement Insurance program); Non-Tenure Eligible Faculty concerns (the Committee invited dialogue from and conferred with representatives of the Provost's Advisory Committee on Full-Time Non-Tenure Eligible Faculty).

SUGGESTIONS FOR FOLLOWUP OR ADDITIONAL ISSUES TO BE ADDRESSED DURING THE 2010-2011 SESSION:

- (1) Completion of faculty workload survey
- (2) Meeting with HR to follow up on One-Time Opt Out to state retirement program
- (3) Consideration of formation of a standing committee for non-tenure eligible faculty

OTHER INFORMATION AS YOU BELIEVE IS PERTINENT – none

COPIES OF DOCUMENTS/RESOLUTIONS THAT WERE PRODUCTS OF THESE MEETINGS— Attached (below) is final approved draft of the Committee's workload survey

SENATE PERSONNEL COMMITTEE
WORKLOAD SURVEY
APRIL 2010

The Questions to the Senate Personnel Committee from the Senate President
Approved at meeting of March 23, 2010

1. Workload: Faculty workload distributions (e.g., percent of time assigned to teaching, research, and service, and actual workload assignments such as specific courses taught, etc.) are created within units

* Questions:

o Are the workload assignments used during the evaluation phase?

2. Workload: It seems that sometimes workloads are imposed on faculty rather than negotiated between the faculty member and the unit head

* Questions:

o Is there a policy?

* What are assignment guidelines?

* Is the policy used?

o If not, should there be a policy?

3. Differentiated Workload and Promotion and Tenure

* Faculty can choose or be assigned to have differentiated workloads.

o For example, a faculty member could choose to teach more and research less (e.g., R 20%, T 40%, S 20% instead of R 40%, T 20%, S 20%)

* However, it may be that choosing this option will prevent a faculty member from receiving promotion and/or tenure

o The claim is that this is based on the external letters from peer or aspirational peer institutions

* Questions:

o What are the policies?

* (John Hepburn says that the policies are in each unit's by laws, but Heather thinks many by laws probably say "national reputation" rather than something specific.)

- o Is it true that generally faculty at peers and aspirational peers will not recommend promotion/tenure with less research and more teaching?
- o Are faculty told about this potential problem when they choose (or are assigned) differential workloads?

4. Salary

- * The university claims that the tenured faculty are the core of the university, the most important part of the organization
- * Yet, many units at the university suffer from compression and some even from inversion
- o Sometimes "fresh out" faculty are paid nearly as much, as much, or more than faculty at higher rank, with more output, with tenure, who have provided more benefit to the unit/university
- * In some cases, clinical faculty are paid much more than tenured faculty without the same requirements (e.g., for publishing)
- * Questions:
 - o Are there policies about salary distribution?
 - o If not, should there be policies?

5. Furlough

- * Questions:
 - o How did furlough impact faculty work/behavior?
 - o How did furlough impact faculty assessment?
 - o How might furlough affect faculty work/behavior in the future?