

2013-2014 University Senate Report

Personnel Committee

Chair: Brad Armendt

Members: Rojann Alpers, Mathias Arrfelt, Audrey Beardsley, Greg Bernstein, Pamela Harris, Katherine Heenan, Steven Hooker, Sandra Mayol-Kreiser.

The Personnel Committee met during the Spring 2014 semester.

The Committee discussed the possible salary adjustment exercise for ASU employees this spring, and recalled our 2012-2013 recommendation that there be transparency concerning the procedures used to implement salary adjustments. We unanimously agreed that ASU should provide information to ASU employees concerning the policies and implementation plans that guide salary adjustments. Further, this transparency should extend to procedures used within the various units at ASU, including colleges, schools, and departments.

The Committee reviewed three reports recently provided by the Non-Tenure Track Faculty Committee:

1. “Understanding the Value of Non-Tenure Track Faculty and Improving NTTF Retention Through Increased Multi-Year and Rolling Contracts.” We unanimously supported the report’s recommendations that the Provost and the Deans increase the number of multi-year contracts awarded to qualified faculty, and that the Senate support ASU’s efforts to request a waiver of the cap on the number of multi-year contracts.
2. “Professional Development of NTTF and Professional Leaves.” We unanimously supported the report’s recommendations that information be collected from ASU units and faculty concerning current practices and recent experiences, and that the information be reviewed with a goal of developing a university-wide policy for professional development for NTT faculty.
3. “Classification of NTT faculty titles based on academic discipline and tradition.” We expressed sympathy with the contents and recommendations of the report, but agreed that we will await an updated report from the NTTF Committee on this topic.

We briefly discussed two other issues concerning a) the availability of emeritus status and benefits for NTT faculty, and b) the development of a revised policy on amorous relationships involving ASU employees. We agreed that they should be considered more fully by the Personnel Committee when more information is available.