

Senate Personnel Committee

Fall Update 2020

Mary Jane Parmentier, PC Chair, 2020-2021

**Members: Brad Vogus, Christofer Bang, Eric Welch, Mark Manfredo, Stephen Toth
Vanessa Hill, Eric Kostelich, Antonios Printezis, Simon Holzapf, Susana Fishel, Thurmon
Lockhart**



Open and Ongoing Requests for Consultation (RFCs):

RFC-124 - Review of Merit Pay System – TT review completed, waiting on NTE review

RFC-63 Unit Bylaws and Response Time – Provost’s Office reports that the glitch was the faculty evaluation piece, and this is being addressed – PC to follow up and see if it includes NTE

RFC 120 – Dependent Documentation for ASU Benefits – VP Kevin Salcido recognizes issue but with continued AZ benefits HR still has not been able to address

RFC 191 – Study Abroad Faculty Gender Requirements – currently a ‘recommendation’ – PC has determined to keep it open

Open RFCs Continued:

RFC 171 - Fifteen percent cap on multi-year contracts for the NTE faculty - Academic Faculty Council drafted a letter to send to ABOR to change the rule and allow each university make its own policy regarding MY contracts. If this happens, ASU could develop its own policy. Letter has been endorsed by the AFC but has not yet been sent to the ABOR chair. PC to continue to follow progress.

RFC160 - Professional Development and other Issues for NTE faculty – such as sabbatical type leaves, promotion, professional development opportunities



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Unit: ASU Faculty Senate

RFC moves to Senate Motion

RFC-187 on ACD 510-01 Outside business arrangements could not exceed 312 hours per academic year for those on academic-year contracts or 384 hours per fiscal year for those on fiscal-year contracts.

Faculty in certain disciplines must work more hours than this for professional reasons. A request was sent to the Provost's office to add a sentence to this section of the ACD: *For faculty in certain circumstances these hours might be exceeded, per approval by the Provost.*



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New RFCs:

RFC-216 - Whether the faculty should be discussing university-wide policies or guidelines for the annual evaluation of the work by faculty members (during the context of the pandemic)

RFC 197 – (Re-Opened) – ACD 510-02 be revised to include a 60-day notification for faculty prior to the start of summer session of what class enrollment will be used for determining a full class for summer pay and how pro-rated pay will be done. From CISA Faculty.

RFC 217 - Extending tenure clock by an additional year (for two total) and some related issues, including the timing of third-year reviews, due to pandemic





RFC 218 - Faculty are being misidentified on ASU websites, being identified by their legal names instead of their professional names. This primarily affects female faculty and staff but is not necessarily limited to women. This very important and pressing issue currently affects four tenure-track faculty members in the School of Criminology and Criminal Justice, and potentially hundreds of faculty and staff members across the university. We unequivocally support their request to be identified by their professional names.

To Senators: If faculty in your units have been similarly affected, please contact the Personnel Committee.

Other discussions:

ASU Vita – coordinating with Ad Hoc Committee on Digital Enhanced Teaching & Learning

Whether to inquire about the use of student evaluations for faculty review during the pandemic

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Other issues related to faculty support during pandemic; organized Jillian McManus visit on counseling resources



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