The primary charge of the Personnel Policies Committee is to recommend changes in personnel policies to the Senate, as well as to review policy implementation and advise the Senate and Administration concerning personnel issues which affect faculty. The Committee is also responsible for conducting faculty workshops on the personnel review process.

Committee members for 2010-2011 included Harry Berman (ex officio Fall 2010), Lynn Pardie (ex officio Spring 2011), Larry Stonecipher, Nathan Steele, Nithya Karuppaswamy, Mike Miller, Eric Thibodoux-Thompson, and Deborah Anthony (chair).

The PPC had a very busy and productive year. The following list details the committee’s activities for the year.

1. Revision of personnel policies to incorporate AY 2009-2010 policy changes.
2. Reviewed entire personnel policies to ensure consistency of the use of “Faculty” throughout (Completed)
3. Review and approval of academic calendar
4. Resolution 40-3, Modification in Workload for Non-Tenure Track Faculty (Passed September 24, 2010)
5. Resolution 40-4, Scholar in Residence (Passed September 24, 2010)
6. Resolution 40-9, Clarification of Review Cycle for Non-Tenure Track Faculty (Passed October 8, 2010)
10. Resolution 41-1, Modification of Faculty Awards Process (Second Reading May 6, 2011)
11. Process for faculty to request temporary reallocation of duties (ongoing)
12. Policy revision to strengthen advising components of faculty performance review (ongoing)

Several faculty personnel trainings were conducted, including:

1. Overview of the Faculty Personnel Process
2. Portfolio Development
3. Annual Performance Reviews (2 sessions)
The PPC is also discussing additional training workshops for 2011-2012 specifically directed towards members of personnel committees rather than faculty up for reappointment or tenure. Such a workshop has not been conducted previously, but the Committee believes that this type of workshop is important in order to convey and discuss what types of activities and procedures are appropriate and expected on the part of personnel committee members during the review process.