

Faculty Personnel Committee  
Liaison Report  
2/15/24

Since the last report, the Faculty Personnel Committee met on February 9, 2024, via Teams.

Faculty Salary Review study will be conducted by Academic Affairs, the FPC, and HR. Clinton Brown and Timothy Bryan will be the representative from the FPC on this committee. Shortly, College Deans will be sent information on faculty lines from AA. This is to ensure that faculty lines match the correct CIP codes enabling us to ensure the data we are using for comparison is accurate. Our goal is to give us an accurate insight into our current faculty wage structures and salary rates compared to our peer institutions.

The following policy changes were approved, and recommendations sent to the faculty senate.

MUBOG-AA-1 – Sabbatical Leave - Approved - this included numbering changes to align with BOG rule renumbering & language changes to better clarify the policy and procedures.

UPAA-9 Course Evaluations - Approved - this included numbering changes to align with BOG rule renumbering & language changes allowing for immediate supervisors and Deans of courses taught by faculty outside of their home department to have access to course evaluations (i.e., the Honor's College)

UPAA-22 Annual Evaluations - Approved - this included numbering changes to align with BOG rule renumbering and language changes allowing for planning pages to be renegotiated as needed (i.e., someone gets a grant or is approved for a sabbatical requiring them to change their planning page).

UPAA-32 Course Observations by chairs - Approved - this is a new recommended policy that requires chairs or their designee to observe pre-tenure faculty on a yearly basis and post-tenure faculty every three years. The purpose of this policy is to ensure we are providing high quality instruction to our students and provide an avenue for faculty professional development.

MUBOG 6 & 7 Faculty Promotion- Holding - we are currently revising this policy and will be presenting it by the end of the year.

MUBOG 9 Faculty Tenure - Holding - we are currently revising this policy and will be presenting it by the end of the year.

Internal Complain Procedures / Process - we are working with the Office of the Ombuds and Staff Council to develop and internal complaint procedure and informal mediation process. This allows for staff and faculty to file informal complaints and have those issues addressed / resolved. Such complaints are those that may not rise to the level of a formal grievance.

Ethical Practices / Professional Conduct - we are working on a policy that outlines what we should codify as ethical practices and professional conduct. This is to policy will help to define such practices and demonstrate our commitment to ethical standards and professional conduct. Our goal here is to codify these standards and conduct and to provide an avenue for action should faculty violate this policy (e.g., plagiarism, research misconduct, fabrication of data, fabrication of credentials are some items that this policy will address).

COEPD Sabbatical Procedures / Policy - Approved - we reviewed and approved the Sabbatical Procedures and Policies provided by COEPD.

Respectfully submitted,

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