

**OWG 22 Faculty Credentials, Rosters, Workloads, Pay**  
**Approved Recommendations**

- 1. Recommends that faculty seniority be based on Academic Rank, Years of service at current rank, and then alphabetically (if rank and years of service are same). Tenure nor Education Level are involved in our ranking system for seniority.**
- 2. Recommends that the representative for each Regents Academic Advisory Committee should be selected according to that body's bylaws, usually being the most relevant academic administrator (Dean or Chair) for the discipline concerned, or the administrator's designee with relevant expertise. Where bylaws are not posted or do not specify a selection process, the representative should be the most relevant academic administrator (Dean or Chair) for the discipline concerned, or the administrator's designee. When more than one Department, School or College covers the disciplinary area, generally the next higher level administrator(s) should select a representative with relevant expertise.**
- 3. Recommends that People Admin software be utilized in Human Resources.**
- 4. Recommends that Academic Affairs will continue to issue offer employment letters, contracts, MOUs, and letters of understanding.**
- 5. Recommends that all files containing faculty and staff academic transcripts and personnel records will be transferred to the physical location of the new ASU's VPAA's office when consolidation occurs.**
- 6. Recommends that the committee reviewing the new ASU Grievance Policy and Procedure include a statement that anyone serving on the Grievance Panel (or its successor) has an affirmative obligation to weigh all evidence in a balanced manner and to report any situations whereby evidence in a case is not given adequate consideration.**
- 7. Recommends that an ad hoc committee be formed with equal representation from each institution to develop policies and procedures for the new ASU New Faculty Orientation and Fall Workshops.**
- 8. Recommends that the Grievance Policy for the new ASU be based on the USG Policy on Grievance found in the Human Resources Administrative Practice Manual. An Ad Hoc committee from the new ASU faculty senate will make any necessary adjustments for the institution.**
- 9. Recommends that the new faculty senate form a committee to develop a new faculty evaluation instrument with equal representation from each college within the New ASU. (In concert with OWG 24)**