

Faculty Affairs Committee Minutes, 1 March 2010

In attendance: Matt Arterburn, chair; Tom Prasch, secretary; Roy Wohl; Azyz Sharafy; Gabi Lunte; Rosemary Walker; Glen McBeth

I. Approval of Minutes

The committee approved the minutes of the meeting of 25 January 2010.

II. Old Business: Grievance Policy for Promotion and Tenure

The committee reviewed the history of the FAC and Faculty Senate work on developing a grievance policy for promotion and tenure, based on documents assembled by Matt Arterburn. It was noted that the Faculty Senate's previous attempt to address the issue, by imbedding it in a motion about conflict of interest, confused both issues. It was agreed that the issue required more study before action was taken.

III. New Business

A. General Faculty and Voting Status of Full-Time Lecturers

Matt Arterburn, pointing out the curious disequilibrium in current treatment of full-time lecturers (who can vote for and even serve in the Faculty Senate, but who have no right to vote with General Faculty), brought to the group a set of possible proposals to address the exclusion of full-time lecturers from privileges of other faculty in Faculty Handbook and University Bylaws. The committee adopted the following proposed revisions:

Revision to Faculty Handbook Section IV-A:

Existing language:

A. Membership. The General Faculty shall consist of the President, Vice Presidents, Deans, Librarians, and those members of the University with the rank of Instructor, Assistant Professor, Associate Professor, or Professor, Lecturers on a full-time annual contract, and other persons appointed by the Board.

Proposed revision:

A. Membership. The General Faculty shall consist of the President, Vice Presidents, Deans, Librarians, those members of the University with the rank of Professor, Associate Professor, or

Assistant Professor, full-time Instructors or Lecturers, and other persons appointed by the Board.

Revision to Faculty Handbook Section V-A

Existing language:

The faculty of each major academic unit shall consist of the President, the Vice president for Academic Affairs, the Dean and all full-time faculty members within the College/school with the rank of Instructor or higher. Lecturers, adjunct and part-time faculty members in such schools shall not have voting privileges.

Proposed revision:

The faculty of each major academic unit shall consist of the President, the Vice president for Academic Affairs, the Dean and all full-time faculty members within the College/school with the rank of Instructor, Lecturer, Assistant Professor, Associate Professor, or Professor. Adjunct and part-time faculty members in such schools shall not have voting privileges.

B. Protocol for Appointments to Academic and Sweet Sabbatical Committee

Tom Prasch brought forward the proposal in response to the atypical structure of appointments to the committee and the problems that followed, as with this semester's delayed establishment of the committee. He noted that he had asked for Nancy Tate's response to his proposal to simplify the process, and that she had approved of it. The committee adopted the following proposal:

MOTION TO REORGANIZE THE ACADEMIC/SWEET SABBATICAL COMMITTEE

Rationale: Unlike pretty much any other faculty committee, most of which are in one way or another directly appointed (either by deans or by faculty units), the Academic/Sweet Sabbatical Committee is constituted by selection of the Faculty Affairs Committee from nominations proposed by academic units. The device is unnecessarily cumbersome and creates problematic delays (given the lack of necessary continuity in the Faculty Affairs Committee, meaning that new committees do not necessarily know

their responsibility). In addition, the basis for selection is unclear. Looking at past membership of the committee, it is clear that all units are not equally represented, but not clear why they are not. The motion thus simplifies the selection process.

Motion:

The Academic/Sweet Sabbatical Committee shall be composed of one member from each major academic unit and from each division within the College of Arts and Sciences, chosen by those units. Appointees must be tenured faculty. The term of service is two years. In the first year following this reorganization, however, to ensure some continuity to the committee, half of those selected will be designated to serve one-year terms, those members to be chosen by lot.

IV. Discussion Items

A. Conflict of Interest Policies and Procedures

Matt Arterburn presented background and history of Faculty Senate and Faculty Affairs Committee action on university policy on conflict of interest. It was noted in particular that there was significant irregularity in present determinations about who is presently required to sign conflict-of-interest agreements. It was agreed that the matter deserved further study and discussion.

B. Intellectual Property Policy

Matt Arterburn presented background and history of the uncertain outcomes of previous work on the issue by the Faculty Affairs Committee and a separate committee specifically tasked with shaping a policy. It was noted that, whatever inaction or unfinality with which faculty deliberations had ended, the university did issue documents requiring signature concerning intellectual property to faculty creating some products (ranging from films to on-line courses), and that the matter was one of significant concern to faculty in a range of disciplines. The committee agreed that the matter deserved further study and discussion.

C. Other Issues

More briefly, the committee discussed other issues that might be addressed, including the Health Benefits for Domestic Partners initiative that seems to have been left unresolved, the issue of TIAA/CREF and Roth-IRAs, and the possibility of increasing the number of income levels for health benefits.