

Commission on Faculty Affairs
Minutes
October 9, 2015

Members Attending: Montasir Abbas (Chair), Jack Finney, Matt Smagin, John Ferris, Philip Young, Velva Groover, Jack Davis, Deborah Good, Anne Zajac, Gregory Amacher, James Spotila

Guests: Ellen Plummer

The Commission on Faculty Affairs (CFA) meeting was called to order by Montasir Abbas (Chair), who identified the following agenda items:

- a. Second reading of the proposed resolution on the tenure home for faculty being recruited for the proposed School of Neuroscience
 - b. Second reading of the proposed faculty senate resolution on shared governance
 - c. Volunteers for vacant commission seats
 - c. Other items
1. Second reading of the proposed resolution on the tenure home for faculty being recruited for the proposed School of Neuroscience

One edit was made to the proposed resolution from the previous meeting. The edit included adding language to the resolution so that a newly tenured faculty member in neuroscience would be appointed to the evaluation committee for the school. There was a motion to approve the resolution. The motion was seconded. There was a unanimous vote to approve the resolution. The resolution will be sent to April Myers to be included on the University Council agenda. First reading will be at the University Council meeting on October 19.

2. Second reading of the faculty senate resolution on shared governance

Suggestions from Abbas and Zajac based on discussion from the previous meeting were included into a revision of the resolution. An additional edit was made to the resolution clarifying that University Council can edit a resolution under consideration, but not the Faculty Senate's recommendation letter. There was a final edit to the resolution to remove "Faculty Senate" out of the title and replace it with "Commission on Faculty Affairs."

The previous version of the resolution was sent to the three most relevant commissions, the Commission on Undergraduate Studies and Policies (CUSP), the Commission on Graduate Studies and Policies (CGS&P), and the Commission on Research. CGS&P particularly asked for representatives from the Faculty Senate and/or CFA to visit their meetings to discuss the resolution. It was agreed that representatives from the Faculty Senate and/or CFA will attend these commission meetings in an attempt to solicit

support for the proposed resolution. A vote in the CFA on the resolution will not be taken up until a representative has met with CGS&P as requested, and preferably COR and CUSP, to accommodate suggestions from these commissions.

This updated version of the resolution will be sent to Faculty Senate and other relevant commissions for review.

3. Volunteers for commission vacancies

The CFA needs representatives to serve on the Commission on Equal Opportunity and Diversity (CEOD) and the Employee Benefits Committee. Abbas will contact Joe Merola to serve as the representative to CEOD. Abbas will contact members of the CFA who were not in attendance to serve on the Employee Benefits Committee.

4. Other items

- a. Amy Hogan has generated documents related to the Academy of Faculty Leadership. This will be an agenda item for the next meeting.
- b. There is a proposed plan about phased retirement. There are two phased retirement options: a three-year plan and a two-year plan. In the three-year plan, the faculty member would move from 80% time in the first year, to 50% in the second and third years. In the two-year plan, the faculty member would immediately move to 50% time in both years. The program will provide the employer portion of the cost of benefits. This plan would best serve faculty who are not yet eligible for Medicare. The CFA may help in establishing guidelines to departments and deans about determining who should be awarded phased retirement. All of the financial implications have not been worked out. The proposal will most likely not go through governance but will come to the CFA for feedback.
- c. There are currently efforts to create a formalized paid childbirth and adoption leave program. The idea is that some portion of the 1040 faculty sick leave hours could be used as paid childbirth and adoption leave. The financial implications of this proposal must be worked through with the appropriate individuals. There were questions regarding if both men and women are eligible for the program. The proposal will likely not go to governance, but will come to the CFA for comments and feedback.

Adjournment

There were no additional items discussed, the meeting was adjourned

Recorder, Ryan Rideau