

Faculty Advisory Committee

Annual Report 2018-2019 Academic Year

The Faculty Advisory Committee met on the following dates in the 2018-2019 academic year at 2pm in Osborne 107: 8/29/2018, 9/26/2018, 10/24/2018, 11/28/2018, 1/23/2019, 2/27/2019, 3/27/2019, 4/24/2019, and 5/6/2019.

Co-chairs for Fall 2018 were Susan Bon (Education) and Andrew Graciano (SVAD). At the end of Fall 2018, Susan Bon left the committee to pursue her role as Faculty Civility Advocate. Andrew Graciano was the solo Chair for Spring 2019.

Membership of the committee:

Susan Bon (through Fall 2018)
Andrew Graciano (2021)
Chuanbing Tang (2021)
Bo Cai (2020)
Mark Cooper (2019)
Erik Doxtader (through May 2019)
Gina Crosby-Quinatoa (replacement through 2019)
Nicholas Vazsonyi (2020)
Charley Adams (2021)

Others in regular attendance: Marco Valtorta (Faculty Senate Chair); Mark Cooper (Faculty Senate Chair Elect); Bethany Bell (Chair, Faculty Welfare Committee); Cheryl Addy (Vice Provost).

The returning members of the committee will be joined by Laura Hein (Nursing, 2022); Jennifer Vendemia (Psychology, 2022); Gina Crosby-Quinatoa (Public Health, 2022).

Charley Adams and Andrew Graciano were elected co-chairs for 2019-2020.

Issues Discussed and Reviewed by Faculty Advisory Committee in 2018-2019

- ACAF 1.20—approved proposed change allowing alternative forms of medical credentialing besides transcripts for medical school faculty members.
- ACAF 1.60—approved and modified proposed policy language for modified duties.
- ACAFs 1.05 and 1.31 regarding extensions to tenure clock prior to third-year review: Committee was asked to consider the possibility of limiting extensions prior to third-year review to one instance. FAC recommended against such limitations.
- Administrative position searches: FAC discussed the issue of intra-college administrative positions, seemingly filled by promotion or appointment, rather than searches. Committee inquired about Assistant and Associate Dean positions, whether there were searches,

what the criteria were, who was on the search committees, who were finalists, how was salary determined, etc. Provost's Office was to gather information and report back. This is still in process of investigation. FAC is also interested in whether it is possible to create a process of periodic review for Assistant/Associate Deans, and if there should be consequences for failing to hire consistent with policies.

- Travel reimbursement policies: low per diem rates and delayed reimbursement negatively impact faculty who travel for official business. Tom Regan, Chair of Faculty Budget was invited to discuss this with us. Per diem rates are set by the legislature and have not changed in decades. Delays due to the adoption of PeopleSoft and related products are lessening as everyone learns and becomes more familiar with the system.
- Indirect costs and grant funding in the new budget model: Vice President for Research, Dr. Nagarkatti and Tom Regan, Chair of Budget, came to speak together about this issue, at the invitation of the FAC. The difference in how grant money is collected and distributed for indirect costs etc. is negligible when comparing current and new budget models, running concurrently.
- FAC found a need for a process for replacement of Chair-Elect in the event he/she/they are unable to continue. Led to a proposed addition to the Senate Bylaws. Motion of new language brought to Faculty Senate and approved.
- Line of succession for Faculty Senate leadership. This is still in development and will be revisited in 2019-2020.
- Faculty Manual text about Grievance Committee description and procedures was revised. New language brought as motion to Faculty Senate and approved.
- Other committee descriptions were corrected and/or updated in the Faculty Manual as a matter of housekeeping. Any changes were presented as motions to Faculty Senate and approved.
- The FAC had periodic and brief updates about the Presidential Search from Marco Valtorta (Chair of Faculty Senate and member of search committee). Professor Valtorta shared only what he felt he was able to share and was very judicious in his comments and explanations.
- FAC discussed whether references to 'tenured professor' in Faculty Manual referred to tenured **full** professors or to any professor (associate or full) with tenure. The committee recommended that the manual be edited to clarify such language to read 'tenured at the rank of professor' or 'tenured at the rank of ____' throughout, depending on instance. FAC will revisit the proposed changes and discuss for approval in 2019-2020.
- Provost's Office recommended that references to 'third-year review' in Faculty Manual and university policies be changed to 'tenure progress review' in light of the fact that these reviews do not necessarily happen in the third year for a variety of reasons. FAC approved the proposal and brought the motion to Faculty Senate and it was approved.
- FAC recommended that the Provost's Office require tenuring units to post unit-specific tenure calendars alongside tenure & promotion criteria online. Cheryl Addy agreed and proposed new language requiring such in the Faculty Manual. FAC brought the proposed motion to Faculty Senate and it was approved.
- FAC was kept informed of the Excellence Initiative, but pushed for Professor Valtorta and Professor Bell (Faculty Welfare) to press the Board of Trustees and President Pastides for information about funding awards. It was subsequently announced that 8 projects were funded and the BoT was retaining the majority of the funds (\$41M) for

unknown use, while continuing to collect 3% from all academic and service units for the Excellence Initiative fund. FAC tried to find out if additional projects would be funded, if there would be another round of funding competition, or if the funds were earmarked for some other purpose. We have received no new information.

- April 2019 briefing about Presidential Search status led FAC and Bethany Bell (Welfare) to send a written request to Hugh Mobley (BoT) to delay the board vote until after the General Faculty meeting of 4/30, to give the board more time to consider the final candidates in light of faculty feedback. Eventually, the BoT publicly declared it would continue the search in the fall, and appointed Brendan Kelly as Interim President.
- In its final meeting in May 2019, FAC invited George Lampl (university counsel) to discuss a proposed copyright policy. The policy language stimulated a great deal of debate and the committee found that it could not approve the policy in its present state.

Items brought to Faculty Senate and/or General Faculty

- Revision to the Grievance Committee description in the Faculty Manual. Approved.
- Revision of Grievance policies in Faculty Manual. Approved.
- Revision of Library Committee description in Faculty Manual. Approved.
- Change to Faculty Senate Bylaws that provides for the replacement of Faculty Senate Chair-elect in the event that s/he/they are unable to continue. Approved.
- Change 'third-year review' to 'tenure progress review' in Faculty Manual. Approved.
- Change 'research cyberinfrastructure' to 'research computing' in Faculty Manual. Approved.
- Addition to Faculty Manual requiring tenuring units to post unit-specific tenure and promotion calendars alongside tenure and promotion criteria online. Approved.
- Line of succession language (bylaws) presented for Senate consideration. No vote taken. Will revisit in 2019-2020.