



Present: A. Austin, J. Alan, K. Bieda, C. Borchgrevink, J. Buchweitz, T. Craig, J. Fitzsimmons, M. Helton, B. Holtz, N. Lajevardi, D. McCole, T. Pence, E. Rapinchuk, P. Pucillo (for F. Ravitch), T. Silvestri, F. Villarruel, L. Walesby, P. White, D. Weatherspoon, H. Wu, K. Yermak, S. Yoder

Absent: J. Schuster-Craig

A regular meeting of the University Committee on Faculty Affairs was held on December 6, 2022 at 1:00 p.m. with Chairperson Jamie Alan presiding. The agenda was approved as presented.

Chairperson Alan, Interim Associate Provost for Faculty and Academic Staff Affairs Ann Austin, Director of Faculty and Academic Staff Affairs Kara Yermak, Associate Provost of Enrollment and Academic Strategic Planning Dave Weatherspoon, and Faculty Grievance Official Francisco Villarruel gave remarks.

Faculty Salary Raise Recommendation Memo [2223-16]

Budget Subcommittee Chairperson Bree Holtz provided background on faculty raises and compensation memos from previous years. She also analyzed these amounts in comparison to the respective years' inflation rates.

The committee discussed various measures to be considered when drafting the memo such as student tuition increases, state funding received, additional benefit compensation, and benchmarking to the Big Ten.

After a thorough discussion on the above measures, the importance of having a competitive faculty salary to make the university a "destination employer" was emphasized.

Faculty Vacation Policy [2223-14]

Personnel Subcommittee Chairperson Pete White explained that current 9-month appointment faculty and academic staff do not have a vacation policy or receive vacation time unlike their 12-month appointment counterparts.

The committee discussed the merits and challenges of creating a vacation policy for faculty holding 9-month appointments. Following discussion the committee agreed to refer the issue to the Personnel Subcommittee.



Retirement Eligibility [2223-17]

Director Yermak informed the committee that beginning on January 1, 2023, all faculty and academic staff would be immediately eligible to enter into the university's 403(b) retirement plan. Members of the committee commended the Office of Faculty and Academic Staff Affairs on the decision.

Adjournment

The meeting adjourned at 2:36 p.m.

TA Silvestri

Tyler Silvestri
Secretary for Academic Governance

Approved: January 17, 2023