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

**Absent:**  J. Schuster-Craig, J. Fitzsimmons, B. Holtz

A regular meeting of the University Committee on Faculty Affairs was held on November 15, 2022 at 1:00 p.m. via Zoom with Chairperson Jamie Alan presiding. The agenda was approved as presented. The draft minutes of the October 25, 2022 meeting were approved as presented.

Chairperson Alan, Interim Provost Designate Thomas Jeitschko, Interim Associate Provost for Faculty and Academic Staff Affairs Ann Austin, Faculty and Academic Staff Affairs Director Kara Yermak, and Faculty Grievance Official Francisco Villarruel gave remarks.

# Observed Days Off [2223-12]

Interim Associate Provost Austin and Director Yermak gave a brief overview of the proposed changes to the personal observance days policy for faculty and staff. They requested feedback from the committee regarding the number of observance days and the general effect these days would have on faculty, staff, and students. Members of the committee emphasized the importance of making sure that the personal observance days are separate from religious observance days. The committee also discussed how these additional days would affect teaching and learning, as well as the possibility of rescheduled classes.

# Restoration of Retirement Benefits Cut Due to the Pandemic [2122-31]

The committee discussed the April 2022 announcement that eighteen months of retirement benefits previously cut due to the pandemic would be returned to faculty and academic staff. Specifically, the committee considered whether employees whose benefits were affected but who retired before the funds were restored should have been eligible for the restoration. The committee requested additional information regarding the decision-making process to exclude these retirees from the restoration plan and referred the item to the Budget Subcommittee by consent

# Reappointment of the Faculty Grievance Official [2223-15]

The chairperson reported that the appointment of Faculty Grievance Official Villarruel (who excused himself from this portion of the meeting) had expired and that FGO Villarruel had expressed interest in being reappointed. By consent, the committee referred the matter to the Personnel Subcommittee to establish procedures for a performance review of Villarruel and to make a recommendation to the Office of the Provost.

# Adjournment

The meeting adjourned at 2:11 p.m.

  
  
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Tyler Silvestri  
Secretary for Academic Governance **Approved:** November 29, 2022