**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 November 29, 2022 at 1:00 p.m. via Zoom with Chairperson Jamie Alan presiding. The agenda was approved as presented. The draft minutes of the November 15, 2022 meeting were approved as presented.

Chairperson Alan and Interim Associate Provost for Faculty and Academic Staff Affairs Ann Austin gave remarks.

# Code of Professional Conduct [2021-08]

Senior Associate General Counsel Theresa Kelley gave an overview of the Sixth Circuit Court of Appeals case *Meriwether v. Hartop* (the facts of which involve a professor at the Ohio State University refusing to use a student’s preferred pronouns) and explained how the court’s decision affects a potential code of professional conduct. She explained that the precedent set by the case makes it very difficult to regulate any faculty speech in the classroom.

The committee discussed developing a general aspirational statement that could be added to the faculty handbook or creating separate policies for faculty-to-student interactions and faculty-to-faculty interactions. Following discussion, the committee consider the issue at the next meeting.

# Faculty Bereavement Policy [2223-07]

The Personnel Subcommittee presented its [suggested amendments](https://acadgov.msu.edu/-/media/assets/academicgovernance/docs/ucfa/2022-2023/ucfa-2022-11-29/a-faculty-bereavement-policy-subcommittee-revisions.pdf?rev=56eefadf321f4af88b232bc4d82ef280&hash=6AE03DCCFA099AA40DF70C85FD570A67) to the faculty bereavement policy to the committee. Following discussion, the committee agreed by consent to all of the suggested changes with the addition of the language: “If additional time is needed, the faculty/academic staff member may make a request, in writing, to their unit's administrator, who will communicate their decision in writing. Decisions will be made in consideration of individual and unit needs. The faculty/academic staff member may appeal an adverse decision to the appropriate administrator at the next higher administrative level.”

# Faculty Discipline and Dismissal for Cause [2223-15]

# The personnel subcommittee reported its recommendations regarding the faculty discipline and dismissal for cause policy. The committee agreed by consent to endorse an addition to the policy’s user guide clarifying that when the policy states that responses must be received “in a prompt fashion,” it allows ten business days for a response.

# Faculty Vacation Policy [2223-14]

# The committee discussed the possibility of updating the [faculty vacation policy](https://acadgov.msu.edu/-/media/assets/academicgovernance/docs/ucfa/2022-2023/ucfa-2022-11-29/b-faculty-vacation-policy.pdf?rev=d299fec0f6bf409294ec7b182a7161ca&hash=B888878CD20D926A05B2108DF9C04E40) to allow faculty with 9-month appointments to have vacation time. Following discussion, the issue was referred to the Personnel Subcommittee.

# Adjournment

The meeting adjourned at 2:56 p.m.

  
  
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Tyler Silvestri  
Secretary for Academic Governance

**Approved:** January 17, 2023