**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, J. Schuster-Craig, T. Silvestri, F. Villarruel, L. Walesby, P. White,  
D. Weatherspoon, H. Wu, K. Yermak, S. Yoder

**Absent:** P. Pucillo (for F. Ravitch)

A regular meeting of the University Committee on Faculty Affairs was held on January 17, 2023 at 1:00 p.m. with Chairperson Jamie Alan presiding. The agenda was approved following an amendment. The minutes from the November 29, 2022 and the December 6, 2022 meetings were approved as presented.

Chairperson Alan, Interim Associate Provost for Faculty and Academic Staff Affairs Ann Austin, and Director of Faculty and Academic Staff Affairs Kara Yermak gave remarks.

# University Observed Days Off [2223-12]

# Vice President of Human Resources and Chief Human Resources Officer Christina Brogdon spoke to the committee about why the personal observed days off policy was proposed and how the implementation of the policy would affect faculty. She emphasized that the policy was, “not meant to be in competition with religious observances, or bereavement. It is meant to be in addition to what we currently have.” The committee raised concerns regarding what type of documentation would be required to take the personal observance days and who would be responsible for ensuring classes are covered for faculty on the chosen days. Vice President Brogdon discussed current human resource policies and how they would mitigate these concerns.

# 9-Month and 12-Month Appointment System Supervisors [2223-20]

# University Committee on Academic Governance Chairperson Jack Lipton spoke regarding his experiences revolving around supervising 12-month employees as a 9-month appointment faculty member.

# Some concerns raised included a lack of vacation time, a lack of retirement benefits, and the general inequity involved with being required to work without pay. The committee also discussed the history of 9-month and 12-month appointments.

# By consent the committee agreed to form a working group to examine the issue further. Bree Holtz, Melanie Helton, Carl Borchgrevink, and Pete White volunteered to be members of the working group.

# Faculty Sick Leave Policy [2223-21]

# Chairperson Alan offered background on the current lack of sick leave policy for faculty. The committee discussed the various ways that the current policy doesn’t offer support for both faculty and departments. Specifically, concerns were raised that under the current system departments are required to pay, from their own budget, for faculty that have to take sick leave. Members also discussed the lack of a family sick leave policy. The committee agreed by consent that Chairperson Alan, Personnel Subcommittee Chairperson White, Budget Subcommittee Chairperson Holtz, and Tobin Craig would meet with administrators who sit on the committee to further discuss the issue and committee priorities.

# Code of Professional Standards [2021-08]

# Johanna Schuster-Craig and Nazita Lajevardi provided background to the committee regarding the work that was done in previous years on the development of the code of professional standards. They both emphasized that there is still a disciplinary gap at the university that needs to be solved while also being mindful of constraints. The committee agreed by consent to discuss the issue at the priority-setting meeting between the chairperson, subcommittee chairpersons, and the administrators who serve on the committee.

# Adjournment

The meeting adjourned at 2:56 p.m.

  
  
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Tyler Silvestri  
Secretary for Academic Governance

**Approved:** January 31, 2023