

# University Committee on Faculty Affairs

Minutes

October 11, 2022



MICHIGAN STATE  
UNIVERSITY

**Present:** J. Alan, C. Borchgrevink, J. Buchweitz, T. Craig, P. Edwards, J. Fitzsimmons, M. Helton, B. Holtz, T. Jeitschko, N. Lajevardi, D. McCole, T. Pence, E. Rapinchuk, F. Ravitch, T. Silvestri, F. Villarruel, L. Walesby, P. White, H. Wu, K. Yermak, S. Yoder

**Absent:** A. Austin, J. Schuster-Craig

A regular meeting of the University Committee on Faculty Affairs was held on October 11, 2022 at 1:00 p.m. via Zoom with Chairperson Jamie Alan presiding. The agenda was approved as presented. The draft minutes of the September 13, 2022 meeting were approved as presented.

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

## C. S. Mott Department of Public Health Proposal [2223-01]

The committee revisited [a proposal](#) to create the Charles Stewart Mott Department of Public Health in the College of Human Medicine. The committee had previously postponed consideration of the proposal until the College of Human Medicine and College of Communication Arts and Sciences had developed [a memorandum of understanding](#) regarding the proposed department. Carl Borchgrevink moved to approve the proposal. The motion was adopted following debate.

## FGO Report

Faculty Grievance Official Francisco Villarruel presented [a report](#) summarizing the activities of the FGO from January 10, 2022 through August 30, 2022. The committee discussed the report briefly.

## Subcommittee Formation

Members volunteered to be on either the Personnel Subcommittee or the Budget Subcommittee (and chairpersons of the same were elected) as follows:

Personnel Subcommittee	Budget Subcommittee
Pete White (Subcommittee Chairperson)	Bree Holtz (Subcommittee Chairperson)
Carl Borchgrevink	Johanna Schuster-Craig
Laura Walesby	Thomas Pence
Melanie Helton	Jamie Alan
Horng-Shiuann Wu	Tobin Craig
John Fitzsimmons	Frank Ravitch
John Buchweitz	Ekaterina Rapinchuk
Daniel McCole	Scot Yoder
Kristen Bieda	Nazita Lajaverdi

# University Committee on Faculty Affairs

Minutes

October 11, 2022



MICHIGAN STATE  
UNIVERSITY

## **Course Fee Policy Change to Include Part-Time Employees [2223-08]**

Following a referral from the Steering Committee, the committee discussed a proposal to add part-time employees to the list of those who receive benefits as part of the Course Fee Courtesy Program. Melanie Helton moved to refer the matter to the UCFA Personnel Subcommittee for further study. The motion was adopted following debate.

## **Sick Leave and Bereavement Policies [2223-07]**

Following a referral from the Steering Committee, the committee discussed Interim Associate Provost Austin's request that the committee work with her office to "propose a new Funeral/Bereavement Leave Policy . . . that better supports our colleagues." Kara Yermak gave a presentation on the university's existing sick leave and bereavement policies and their potential deficiencies. Pete White moved to refer the matter to the UCFA Personnel Subcommittee for further study. The motion was adopted following debate.

## **Discussion of Religious Calendar [2223-08]**

The committee discussed proposed changes to the Religious Observance Policy and associated calendar of religious holidays. Among the points raised in discussion was that the term "obligatory" was confusing insofar as it was unclear whether it meant that faculty and academic staff had to schedule academic activities around certain holidays or whether a student's faith might require them to be absent on those days. Kara Yermak clarified that the Office for Faculty and Academic Staff Affairs intended the latter but acknowledged the terminology was ambiguous. Yermak proposed that she would work with Interim Associate Provost Austin, Frank Ravitch, and Pete White on amending the proposal to incorporate UCFA's feedback. The committee agreed by consent.

## **Microsoft Teams Discussion**

Chairperson Alan led a discussion about the potential use of Microsoft Teams for UCFA's administrative business. The chairperson proposed using Teams for the October 25 meeting's materials. The committee agreed by consent following debate.

## **Update on President and Board of Trustees**

Chairperson Alan gave an update on recent events regarding President Samuel L. Stanley Jr. and the Board of Trustees and summarized recent discussions at the Steering Committee on the same topic. The chairperson reminded members about that afternoon's Faculty Senate meeting, during which a vote of no confidence in the Board of Trustees was expected.

## **Adjournment**

The meeting adjourned at 2:50 p.m.

Tyler Silvestri

Secretary for Academic Governance

**Approved:** October 25, 2022