

UCFA Prep for AY 2023-24

This preparatory document was prepared by AY2022-23 UCFA chair Jamie Alan, in consultation with Ann Austin, Dave Weatherspoon, Jennie Schaffer, Bree Holtz, and Peter White.

Topics to address:

Professional code of conduct

Notes:

The goal is to make progress on this document, with the understanding that this is a long-term project.

Questions:

1. How would this play into promotion and tenure consideration?
2. Is this disciplinary related, and if so, how will this impact merit reviews, etc.
3. Who is important to consult in developing this document?

Actions:

1. Contact Theresa Kelly for her input.
2. Ann and/or Jenny will contact Kara to seek her guidance.
3. Theresa Kelly will need to be involved.
4. Start by reviewing the current document that was almost approved (in teams drive).
5. Benchmark other universities
6. Ann will query her colleagues at other Big10 universities to see if anything exists
7. Gather any existing policies from MSU departments.

Course Courtesy Fee

Notes:

Currently, a feasibility study is being done based on the recommendations from the UCFA personnel subcommittee.

Questions:

Are the credits covered adequately in the new policy for a degree from MSU?

Actions:

1. Invite Lisa Frace and Rebecca Barber to a UCFA meeting to discuss the results of the feasibility study.
2. Continue work with the Personnel Subcommittee.

AY Faculty Summer Work

Notes:

1. Interim Provost Jeitschko is going to charge a task force in the fall.
2. Jamie has identified 2 members from UCFA (Peter White, Melanie Helton)
3. UCGS will identify members in the fall.

Questions:

How will this affect the current Vacation Policy and Sick leave policy if this is altered?

Actions:

1. Suggest that Dave Weatherspoon sits on this committee.
2. Ask new UCFA members if they have an interest in serving.

Dental Insurance and benefits and Prescription coverage

Notes: Faculty are concerned about the quality of our dental coverage and also our prescription plan does not cover weight loss medications.

Questions: Who should we contact about benefits?

Actions:

1. Jenny offered brainstorm about who to contact for these issues.
2. Once we know who to contact, we will invite them to a UCFA meeting.

Faculty raise memo process

Notes:

1. Many UCFA members want to visit the process of the raise memo, and there is a strong desire to explore an “automatic” process.
2. Leaders in the administration have a desire for faculty to ask for what they want vs asking for more, knowing we won’t get what we ask for.

Questions: Is there a better model to use?

Actions:

1. Dave will talk to Lise to find someone who can speak to various models.
2. Once someone is identified we will invite them to speak to UCFA members.

Process for appointment of FGO

Notes: The process is a bit unclear, and the current FGO added some very important elements to the review process, that are not specifically outlined in current policy and procedure.

Questions:

1. Is there a role for the FGO in educating Deans, directors, etc. and how should this be done?
2. What additional items should be considered for inclusion in the reappointment packet aside from what is explicitly stated?

Actions:

1. Develop some sort of document to use for the review that outlines items that are important outside of the survey data.
2. Task a subgroup of UCFA to develop a more thorough process for reappointment of the FGO.
3. Connect the FGO to the developers of the thriving sessions so faculty understand their role.
4. Involve Chico in all the above processes.

MSU travel policy

Notes:

1. There are issues in clarity regarding the policy.
2. There are issues regarding modes of transportation.

Questions:

1. When are Uber rides covered vs parking a car etc.?
2. How long can you work out of state without approval?

Actions:

1. Work with the appropriate FASA director to revise the policy to be more clear.
2. Discuss modes of transportation that can be reimbursed.