



Present: J. Alan, A. Austin, J. Buchweitz, B. Cantwell, K. Prouty (for M. Helton), B. Holtz, N. Lajevardi, D. McCole, J. McElroy, T. Pence, E. Rapinchuk, T. Silvestri, A. Simon, F. Villarruel, L. Walesby, D. Weatherspoon, K. Yermak, S. Yoder, L. Zhang

Absent: S. Carlson, P. White

A regular meeting of the University Committee on Faculty Affairs was held via Zoom on September 26, 2023 at 1:00 p.m. with Chairperson Jamie Alan presiding. The agenda was approved with one amendment. The draft minutes of the September 12, 2023 meeting were approved following an amendment.

Interim Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs Ann Austin, Assistant Provost Kara Yermak, Vice Provost of Enrollment and Strategic Planning Dave Weatherspoon, Faculty Grievance Official Francisco Villarruel, and Chairperson Alan gave remarks.

Travel Policy Updates

The chairperson shared that the university's [Travel Reimbursement Chart](#) states that "On-campus and ground transportation within 1 mile of main place of business is not reimbursable. For example - MSU's East Lansing campus to/from Michigan Flyer or train/bus station (Capital Area Multimodal Gateway)." Chairperson Alan said that she was working with the administration to explore changing the policy, but in the meantime faculty had two reimbursable options, including a \$10 one-way car service offered by Michigan Flyer called "[Hytch](#)" and the ability to park at the nearby train station and get parking fees reimbursed.

Benefits Update

The chairperson noted that many faculty had raised concerns about benefits, particularly regarding healthcare. In the interest of increased communication, the chairperson proposed sending one member of UCFA to Faculty Healthcare Council meetings as a standing guest and inviting an FHC member to UCFA meetings when relevant. The committee agreed by consent. Finally, the chairperson shared that FHC would deliver a report addressing concerns raised by UCFA by the end of the year.

Raise Memo Timing

Traditionally, UCFA submits its annual recommendation regarding faculty salary increases to the Faculty Senate in the spring semester, often as late as April. Vice Chairperson and Budget Subcommittee Chairperson Bree Holtz proposed submitting this year's memorandum at the January Faculty Senate meeting because budgets are often already close to be finalized by the end of the spring semester. The committee agreed by consent.



Emeritum Title Policy Discussion

Assistant Provost Kara Yermak gave a presentation on the implementation of the [June 2022 amendments to the Emeritum Title Policy](#), which 1) changed the automatic granting of emeritum status to a process involving presumptive recommendation and approval, 2) added mechanisms for removing emeritum status when a person's behavior conflicts with university standards, 3) changed the term "emeritus" to the gender-neutral "emeritum" while allowing individual faculty to use whatever form of the title they choose, and 4) created distinctions between the emeritum statuses of faculty and academic staff, administrators, and executive managers. Assistant Provost Yermak shared a draft form for use when faculty request emeritum status. The committee discussed the matter, and Assistant Provost Yermak requested members send her any additional feedback.

Adjournment

The meeting adjourned at 2:05 p.m., and the Personnel Subcommittee and the Budget Subcommittee met afterward.

TA Silvestri

Tyler Silvestri

Secretary for Academic Governance

Approved: October 10, 2023