



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

**Absent:** S. Carlson, A. Simon, P. White

A regular meeting of the University Committee on Faculty Affairs was held via Zoom on October 10, 2023 at 1:00 p.m. with Chairperson Jamie Alan presiding. The agenda was approved as presented. The draft minutes of the September 26, 2023 meeting were approved as presented.

Assistant Provost Kara Yermak, Vice Provost of Enrollment and Strategic Planning Dave Weatherspoon, Faculty Grievance Official Francisco Villarruel, and Chairperson Alan gave remarks.

### **Faculty Healthcare Council Debrief**

John McElroy presented [his notes](#) from the September 29, 2023 Faculty Healthcare Council meeting.

### **Faculty Emeriti Discussion**

Following up on the committee's September 26, 2023 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 said that she understood that UCFA had previously voiced concern about the lack of protections for faculty who feel they were arbitrarily and capriciously denied emeritum status. Assistant Provost Yermak shared an amended version of the draft emeritum status application form that had been shared on September 26, noting that the prompt "Please provide a rationale for why this person should be awarded emeritum status" had been deleted and replaced with a checkbox since a vast majority of faculty are expected to attain emeritum status. She also stated that administrators who indicate that a person should not receive emeritum status will be required to submit a separate document explaining their reasoning, which would then be routed through the employee's supervisor, their dean's office, and the Office of the Vice Provost for Faculty and Academic Staff Affairs.

Assistant Provost Yermak said that she and Interim Vice Provost for Faculty and Academic Staff Affairs Ann Austin would like to work with UCFA to develop a document containing principles for determining whether someone should be denied emeritum status.

The committee agreed by consent to refer the matter to the Personnel Subcommittee.



### **Prioritizing Issues re: Faculty Work in the Summer**

The committee discussed the various issues involved in faculty working during the summer and, following a ranking poll, prioritized the issues as follows (in descending order of priority): 1) supervising students without compensation, 2) not getting retirement benefits matched during the summer, 3) committee work, 4) payment for benefits being taken out of paychecks over nine months rather than twelve, 5) discrepancies in vacation and sick leave benefits, and 6) parking deductions needing to be taken out over nine months rather than twelve.

### **Teaching Award**

The chairperson shared that fixed-term faculty are now eligible to receive the President's Distinguished Teaching Award rather than only academic specialists and tenure system faculty.

### **Fixed-Term Faculty Policies and Best Practices Workgroup**

The chairperson solicited volunteers for the Fixed-Term Faculty Policies and Best Practices Workgroup, which the chairperson said would first focus on developing best practices for promotion and reappointment for fixed-term faculty. The chairperson indicated she would send members an email describing the workgroup so that they could search for fixed-term faculty who would like to volunteer for the workgroup.

### **Adjournment**

The meeting adjourned at 2:06 p.m., and the Personnel and Budget Subcommittees met afterward.

*TA Silvestri*

Tyler Silvestri

Secretary for Academic Governance

**Approved: October 31, 2023**