



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

**Absent:** S. Carlson, B. Holtz

A regular meeting of the University Committee on Faculty Affairs was held via Zoom on November 28, 2023 at 1:00 p.m. with Chairperson Jamie Alan presiding. The agenda was approved as presented with one amendment. The draft minutes of the November 14, 2023 meeting were approved as presented.

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

#### **Safe Environment Task Force**

Vice Provost Austin introduced [a draft report from the Providing a Safe Environment for Students, Faculty, and Staff Task Force](#). Members gave feedback on the document.

#### **Review of University-Level Guidelines on Assistant Dean and Associate Dean Hiring Criteria**

Assistant Provost Kara Yermak presented on the university's guidelines for hiring assistant and associate deans. Assistant Provost Yermak indicated that the Office of Faculty and Academic Staff Affairs was considering revising the guidelines (which have historically functioned as requirements) to eliminate the requirement that candidates have a faculty/academic staff appointment (tenure system in the case of associate deans) and a terminal degree to address labor law concerns.

#### **Changes to Faculty Rights and Responsibilities Policy**

On behalf of the Personnel Subcommittee, Nazita Lajevardi presented a draft of revisions to the *Faculty Rights and Responsibilities* Policy. Following discussion, the committee endorsed the draft by unanimous consent.

#### **Adjournment**

The meeting adjourned at 2:40 p.m., and the Personnel and Budget Subcommittees met afterward.

Handwritten signature of Tyler Silvestri in black ink.

Tyler Silvestri  
Secretary for Academic Governance

**Approved:**