Committee Name: University Committee on Faculty Affairs

Committee Chairperson: Phylis Floyd, Associate Professor, Department of Art, Art History, and Design/College of Arts and Letters

Summary of Committee Activities and Actions for Fall Semester 2014:

- Reviewed policies related to student on faculty assault (policy changes have been recommended through Personnel Sub-committee to be voted on at January 20, 2015 meeting. Once approved will be addressed by full committee. In this effort, we met with university detectives and university lawyer on overall guidelines and legal processes.
- Presentation, discussion of CATA contract renewal with recommendations on continued safety and traffic flow improvement.
- Reviewed, discussed, provided input on proposed University Policy on Relationship Violence & Sexual Misconduct after presentations and meeting with Paulette Granberry and Kristine Zayko on proposed policy.
- Provost’s memo on RPT guidelines for the current year reviewed and passed with minor language changes.
- Reviewed summary of Faculty Senate issues and ranked those most pressing for review this semester (ongoing issues: improve faculty salary rankings in Big 10. Under discussion in the UCFA budget sub-committee. Related assessment and evaluation of the growing percentage of administrative positions relative to tenure-system faculty lines)
- Ongoing discussion of Faculty Health Center and changes to insurance and health care costs.
- Terry Curry presented and reviewed with our committee new policy regarding titles for Fixed Term Faculty as new hires (information item) as this was not open to vote by the committee.
- Provided input on State Appropriation Budget proposal, after several meetings, with presentations by Dave Byelich on MSU’s budget (in an effort to increase transparency and educate faculty on budgetary issues and overall university goals related to budget decisions). Related, presentation to the committee on Capital Campaign (Robert Groves, Vice President – University Advancement).
- Discussed pay disparity in the shift from annual year to academic year pay schedules (raised by a few faculty last year that remained unresolved). Solution developed through Terry Curry’s office, and passed by UCFA: partial salary payments for August will be calculated from the 16th to the 31st of the month; partial payments for May will be calculated from May 1-May 15.
Discussion and recommendations on Campus Bike, Pedestrian, Safety issues sent forward to the Steering Committee.

Projected Activities and Items:
- Health Care Center ongoing discussion, along with questions about benefits related to insurance changes
- Ongoing discussion of Digital recording (to be assessed and a vote to be taken at the meeting of February 24th.)
- Recommended change to FGO policy by Interim FGO William Donohue. Specifically to revise section 9 to eliminate one of the clauses for appeals “based on the Provost not taking into account the preponderance of the evidence.” And a second recommendation, to use the same jurisdictional review procedure for appeals as that used for the initial grievance. These recommendations will be reviewed by the Personnel Sub-committee and any recommendations then submitted to the full committee
- Personnel sub-committee will undertake annual review of the FGO, as well as meet with Interim FGO William Donohue to provide feedback on his efforts to rethink the operations of the office. Additionally, the subcommittee will consider the range of dispute prevention and resolution resources offered by MSU.
- The personnel sub-committee will address university policy on background checks for adjunct and affiliated faculty and staff, and evaluate and may recommend changes to the frequency of the background check policy currently in place.
- Recommendations for salary increases for 2015, and discussion of MSU’s overall salary rankings among the “Big 10” has been ongoing. Major statistical analyses and recommendations were made last year by the Budget Sub-Committee, which regrettably did not result in the recommended salary percentages recommended. However, the Budget Sub-committee will review those statistics and its proposal for this year’s recommendations.
- Related issue: the budget sub-committee will analyze and discuss a concern raised in the Faculty Senate in the fall, of the acceleration of administrative positions in relation to the declining number of tenure-system faculty.