

## 2020-21 University Committee on Faculty Affairs

### MINUTES - Draft

Tuesday, January 19, 2021

**Members Present:** A. Berg, K. Bieda, M. Comstock, C. Finkelstein, J. Fitzsimmons, R. Fulton, M. Helton S. Kendall, N. Lajevardi, I. Medina-Meza, I. Plough, F. Ravitch, L. Schiavone III, J. Schuster-Craig, M. Waddell, H. Wu, A. Zevalkink,

**Others Present:** E. Boyles, S. Lang, F. Villarruel, K. Yermak

**Members and Others Absent:** D. Byelich

#### Call to Order

Chairperson Fulton called the meeting to order at 1:00 p.m.

#### Approval of Agenda

The agenda was approved as presented.

#### Approval of Minutes

The Minutes from November 24, 2020 were approved as presented.

**Person to be heard:** Guy Yehuda, College of Music; Re: Office of Institutional Equity Concern. Placement of all OIE summaries placed in folders in department and employee providing sufficient detail. Policy updated in 2020 – agreement with federal government to place in both department and personnel file. A Task Force was set up to review this policy background, as well as investigative process, further with General Counsel and other areas concerned. The Task Force members are M. Bankroff, M. Helton and F. Ravitch.

#### New Business

1. Revocation of Emeritus status – This discussion was an Executive Session. A motion for Emeritus status revocation was made, seconded and, following discussion, the motion passed.
2. Faculty Grievance Policy Amendments and Revisions to Personnel Policy Subcommittee for approval – M. Waddell/F. Villarruel – goes to Personnel Policy Subcommittee – Discuss at future UCFA meeting.
3. Faculty Grievance Official – Fall 2020 report – F. Villarruel/M. Waddell – Information Item.
4. Overload Pay – S. Lang – Information item (See documents A. through D.)
5. Revocation of awards and honors – Information item – M. Fulton – Discuss at future UCFA meeting.

#### Old Business

1. Guidance on Faculty-Involved Curricular Material – Update – F. Ravitch, J. Fitzsimmons, S. Kendall – Dr. Joseph Salem, Dean-Management • Libraries, will attend the next UCFA meeting on February 2, 2021 to discuss this subject.
2. Integrity in disclosure of external Institutional Professional Relationships – M Comstock, F. Ravitch. This discussion topic to be removed.

### **Old Business, continued**

3. Code of Professional Standards and Behaviors revisions – Update – M. Comstock, C. Finkelstein, M. Fulton, N. Lajevardi and J. Schuster-Craig. Is there a similar code for administrators? There is not one group that represents the administration currently. Plan to make available to Academic Government by February 2, 2021; it will be sent out for an email vote.

*Comment: Due to lack of time, Items 4 and 5 were not discussed.*

4. Statement on teaching via online, evaluations as they relate to annual review and promotion and tenure – Update – M. Comstock, I. Medina-Meza and M. Helton – document to be sent to S. Lang.
5. Report from subcommittee on Council of Graduate Students Resolution 19-FS-22 inclusion of diversity, equity and inclusion in annual review and tenure document – Update – Nazita Lajevardi and India Plough.

### **For Information and Discussion**

#### **Announcements**

1. Mick Fulton – No report made.
2. S. Lang – No report made.
3. F. Villarruel – No report made.
4. David Byelich – No report made.

**Adjournment** –The full committee adjourned to subcommittees at 2:15 p.m.