

2020-21 University Committee on Faculty Affairs

MINUTES - Draft

Tuesday, February 2, 2021

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

Others Present: E. Boyles, D. Byelich, S. Lang, J. Salem, T. Silvestri, F. Villarruel, K. Yermak.

Members Absent: M. Waddell.

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 January 19, 2021 were approved as presented. The Minutes of November 24, 2020 were approved during the January 19, 2021 UCFA meeting.

Dr. Joe Salem, MSU Library Dean, attended UCFA today. UCFA received an assignment from the Provost to address the subject of faculty assigning their classes to purchase and read the books and papers written by the faculty teaching the course. The additional question on how the royalties is being handled must also be addressed. Dr. Salem said he would work with the UCFA subcommittee on this subject and prepare information for the Provost.

UCFA Chair Fulton changed the meeting agenda and inserted **Old Business** topic #1:

1. ***Code of Professional Standards and Behaviors revision** – M. Comstock, C. Finkelstein, M. Fulton, N. Lajevardi, and J. Schuster-Craig – vote of approval.

The **FIRE** memo, received from an MSU College of Law professor, was discussed. There being no further discussion of the topic, L. Schiavone seconded the motion and the motion passed unanimously.

New Business

1. Election of member to University Council's ad hoc committee on workplace bullying. C. Finkelstein volunteered to serve on this ad hoc committee.
2. Addressing emeritus status revocation.
 - a. Who – subgroup versus entire UCFA committee?
 - b. How should we do it – rubber stamp versus read, understand, and debate?
 - c. What to do about deceased individuals – is it fair?

New Business

2. Continued

The following questions were asked: Is this really UCFA's responsibility? Or should this be forwarded to the Personnel Policy Subcommittee under UCFA? Is it possible that political revocations might become part of this as well? These reviews have potential to require quite a bit of time reading materials presented. The following members volunteered to work on this: L. Schiavone, N. Lajevardi, J. Schuster-Craig, K. Yermak.

Old Business

1. ***Code of Professional Standards and Behaviors revision** – M. Comstock, C. Finkelstein, M. Fulton, N. Lajevardi, and J. Schuster-Craig – vote of approval. Action taken earlier in this meeting.
2. Faculty Grievance Policy Revision for approval – M. Waddell/F. Villarruel – Action. J. Schuster-Craig moved to approve the revision, seconded by N. Lajevardi. The motion was approved.
3. Overload Pay Policy – S. Lang – Beth Powers to attend February 16 UCFA meeting.
4. Revocation of awards and honors – Information item – M. Fulton
5. Office of Civil Rights Concern – M. Bankroff, M. Helton, and F. Ravitch. M. Bankroff reported that OIC members will be invited to discuss the policy and procedures and help form recommendations.
6. 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. This topic has been taken off the agenda.
7. 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 – N. Lajevardi and I. Plough. N. Lajevardi and I. Plough waiting to see if efforts are being duplicated.

For Information and Discussion

Announcements

1. Mick Fulton – No additional report.
2. S. Lang – No additional report.
3. F. Villarruel – No additional report.
4. D. Byelich – Mr. Byelich made a comprehensive report on FY22 Budget Planning at this point in the budget process. He reviewed the topics of faculty salary, financial aid, health care, unit reduction and financial framework.

Adjournment – The full UCFA Committee adjourned to subcommittees at 2:38 p.m.