

# January 9, 2023

## **Attendance**

Thomasenia Adams (Dean), Mary Brownell (SESPECS) Kara Dawson (STL), Danling Fu (STL), Chris Curran (HDOSE), Hyunyi Jung (STL), Pengfei Zhao (HDOSE)

## **Agenda**

1. Update on 3 carry-forward items sent to Julie.
  - a. *Election Process for members to the Sabbatical Selection Committee and the Professional Development Leave Committee.* FPC took our recommendations. Election happened and the committee is presumably doing its work.
  - b. *Work with FPC to more fully discuss the topic of NTT faculty representation on the T&P committee.* Our suggestion was sent to FPC; no word on what, if anything, has been discussed.
  - c. *Continue conversation about a possible COE-wide policy about joint appointments.* We sent proposed language for FPC to consider as COE-wide policy; no word on what, if anything, has been discussed.
2. COE policy for Professional Leave Committee

FAC recommends that the Sabbatical Selection Committee and the Professional Development Leave Committee merge into one committee, the *Professional Development Leave and Sabbatical Committee*. We recommend a 6-person committee that will consist of three full-time tenured and three full-time non-tenure track faculty that will be advisory to the Dean.

To select the 6 members, the Director of each school will identify two full-time tenured and two full-time non-tenure track faculty to be on the ballot. Elections for this committee will happen during the FPC's Fall election process. One full-time tenured and one full-time non-tenure track faculty member from each school will be elected and serve for a 3-year term.

A committee chair will be selected at the first meeting. All committee members will read and discuss each application. Tenured faculty members will vote on Sabbatical and non-tenure track faculty members will vote on Professional Development Leave. The committee chair will share the committee's work with the Dean.

FAC Considerations when revising policy

- i. Aligns with CBA
- ii. Streamlines the process by having one committee
- iii. Gives equal representation to tenure and non-tenure track faculty
- iv. Allow for a more robust conversation about applications while keeping the voting aligned to a person's employee group.
- v. Includes stability for the committee by having 3-year terms
- vi. Remains Advisory to the Dean

3. Follow up on the recommendations made by BAC about merit pay (see document from BAC from 2022 spring)
  - a.
  - b. Lack of equal treatment in terms of productivity.
  - c. Lack of transparency

***To Do***

1. Send proposed language for PD Committee to Julie - **done**
2. Send comments about merit document to Julie - **done**
3. Follow-up on carry-forward items from November -**done**
4. Finish CBA alignment if needed
  - a. Look at last year's notes
  - b. Can we get line item changes each year then FAC reviews