

Faculty Affairs Committee (FAC) Annual Report 2016-2017

Chair: Kent Crippen (FPC Rep)

Members: Erica McCray, Paul Sindelar, Brianna Kennedy-Lewis (fall 2016), Kara Dawson (spring 2017), Catherine Emihovich, Jacqueline Swank. Dean's Representatives: Tom Dana, Thomasenia Adams

The activities of FPC-FAC for AY 2016-2017:

1. Following the faculty vote to remove market equity review from the purview of the tenure and promotion committee, FAC was charged with reviewing the need for new COE procedures supporting market equity review.
 - a. The pertinent university and COE documents identified.
 - b. Using the COE policy and procedures from 2009, a working draft of a new Market Equity Review Process & Procedures was created. This work will need to be continued in AY 2017-18.
2. Completed a review of the tenure and promotion guidelines for non-tenure track faculty. This included the crosswalk table of promotion guidelines for Clinical faculty, Scholars, Lecturers, and the recently created Research Scientist positions. The following recommendation was submitted to FPC on 1/23/2017:
 - a. *After extensive consideration, including the compilation and review of the crosswalk comparing the promotion guidelines for the positions of Clinical Faculty, Scholars and Lecturers as well as consideration for new position titles being used in the COE (e.g., Research Scientist), the Faculty Affairs Committee recommends that FPC appoint and charge an Ad Hoc committee with writing a single set of promotion guidelines to be used across the COE for all non-tenure-track positions. In constituting this committee, FPC is encouraged to include a sufficient representation of faculty of various ranks who serve in non tenured-track positions.*
3. Completed revisions to the mentoring policy in light of FPC feedback on 4/25/16.
 - a. Contacted the Chair of the Diversity Committee and verified the existence of evidence for the need of a mentoring policy and accountability measures for implementation;
 - b. Revised to the policy draft to improve readability and identified the School Directors as the responsible party for implementing the plan.
 - i. Submitted a final version to the FPC Chair on 1/23/2017 for further consideration.
4. Discussed FAC's contribution to the COE strategic plan.

Recommendations for next year's FAC committee:

1. Continue drafting a set of procedures regarding market equity review. The goal of this activity is the development of "discipline-specific clarifications of University criteria for market equity salary increases" (Article 9 of the UFF-UF 2017-2019 CBA) in the COE.
2. Monitor implementation of the new mentoring policy.
3. Review the procedures that were used for allocating term professorships within the COE.