

Faculty Standards Meeting Minutes: March 6, 2023

Present: Dan Burkey (Chair), Lisa Holle, Elaine Lee, George McManus, Betsy McCoach, Masha Gordina, Valarie Artigas, Jeffrey Shoulson, Martina Rosenberg, Bridget Inzirillo (by invitation).

Absent: Vicki Magley (sabbatical), Kevin Wan (USG), Elizabeth Jockusch, Bede Agocha

Meeting called to order 2:04 PM via WebEx.

1. Review and approval of minutes: **Motion:** Betsy McCoach **Second:** Lisa Holle

2. Continuing Business:

A. Extra Compensation Policy: <https://policy.uconn.edu/2011/05/24/extra-compensation-for-full-time-faculty-in-aaup-policy-on/>

Bridget Inzirillo: Started review about 3 years ago.

New Policy is Live and effective this AY (November 2022); replaces former policy.

Previous policy was outdated; didn't have flexibility with overload pay that was needed, to be more in line with peers with faculty earnings.

New Policy: 5 main sections:

- What is regular workload/regular salary? Defines things not defined in previous policy. Creates terminology for reference in other sections.
- Section 2 is Summer Salary; for 9/10/11 month faculty (not much changed from previous)
- Section 3 is Overload; new section – previously not well defined. Define Overload and how to calculate and how approved. Old model: only teaching overload; very rare, 3-5 per year. Contributed toward summer pay cap. Could not earn more than 12/12 of your annual salary. New Policy: Overload is completely outside regular and summer; can now earn beyond 12/12th equivalent.
- Section 4: Consulting policy, refers out to consulting.
- Section 5: Prizes and Awards; internal and external, increased caps.

More on Overload: Felt strange to have fall or spring effort “banked” to summer effort. Parity with other universities in terms of effort reporting, especially with respect to grants. Overload separate from summer is the norm. Previous policy was an “overcorrection” to a previous audit and was fairly conservative.

Working on procedures to implement policy; New fields in CORE, new approvals, new documentation. Policy, procedure, pay model – all being worked on.

Martina Rosenberg: Where do 12/12 faculty fall? - Academic Staff is different from Academic Faculty? Same thing with athletics – those in the AAUP bargaining unit vs. who covered by this policy.

Dan Burkey: Management exempt? – Not covered by this policy.

Masha Gordina: Question about external prizes and procedures for notifying the provost' office.

Betsy McCoach: For faculty with 3 month research work over summer, can't do more than 100%. You can't take 4 months of summer salary. Summer effort needs to be in summer, can only be 1, 2 or 3 months. Never be able to code more than 3 months to external sponsors. Can earn overload for teaching during summer even if you have 3/3 in summer. Teaching/Admin appointments on overload don't count toward effort.

Bridget Inzirillo: A lot of overload will be teaching related, but does not have to be.

Bridget Inzirillo: 12/12ths is not a right, but a privilege; need to have right approvals.

B. Emeritus Working group:

Lisa Holle: Desire to have info on what might be available to faculty considering emeritus. Some guidelines outlining info applicable to retirees *and* emeritus.

George McManus: Courtesy/gratis appointment is really important – gives access to many things.

C. CIRE Working Group:

Dan Burkey provided an update on the working group's progress. Final report due to Provost's Office and AAUP on Friday March 31.

D. Other Business:

Lisa Holle: Nutmeg Professorship? Now that Provost D'Alleva is permanent? Jeffrey Shoulson will take back to Provost again.

Masha Gordina: Faculty Salary Equity Taskforce – Mike Bradford? Where does that stand? Jeffrey Shoulson will inquire as to status.

Betsy McCoach: Questions on fully remote out-of-state work? Can't work out of state? Can't hire adjunct faculty outside CT? This impacts the ability to potentially hire remote faculty to teach in fully online programs. **George McManus** notes working with a fully remote staff member in SPS?
Jeffrey Shoulson: More to come on this issue.

3. Motion to Adjourn: Betsy McCoach; **Second:** Masha Gordina; **Meeting Adjourned at 3:03 PM**