

## **Faculty Standards Meeting Minutes: April 3, 2023**

**Present:** Dan Burkey (Chair), Bede Agocha, Lisa Holle, Elaine Lee, George McManus, Betsy McCoach, Masha Gordina, Valarie Artigas, Jeffrey Shoulson, Martina Rosenberg, Elizabeth Jockusch, Joe McDougald (by invitation)

**Absent:** Vicki Magley (sabbatical), Kevin Wan (USG)

Meeting called to order 2:04 PM via WebEx.

**1. Review and approval of minutes: Motion:** Masha Gordina **Second:** Betsy McCoach

### **2. Continuing Business:**

#### **Minutes:**

**FOIA Follow Up:** Joe Macdougald provided an update on FOIA request conversation. This was picked up by AAUP and the discussions have been positive. At the legislative level, the issue has been taken up in committee and is being discussed. Senator Blumenthal has been working with FOIA commission to provide faculty protections. Masha Gordina questioned if the AAUP did not reach out broadly to more faculty to testify, only a few? Joe Macdougald noted that the vote went well despite few faculty testifying and noted that the time frame for action was quite short. There was also a parallel bill making its way through legislature, so there were advantages to considering them together. Masha Gordina noted it may have been good to have more testimony from more affected faculty.

**Future Chair Responsibilities:** Dan Burkey noted that he has agreed to serve as chair for a second year (2023-2024) if there were no other interested parties. Also noted that we will need to consider a new chair for the 2024-2025 AY.

**Emeritus Status Subcommittee Update:** Lisa Holle will follow up on Emeritus policy with both Sarah Croucher (Provost's Office) and with Eva Lefkowitz (Emeritus Committee). Plan will be to bring a final draft back to FSC for comment. This will be compliant with the new Policy on Policies guidelines from Gladis Kersaint. Final document will be an FYI to the Senate, no vote required.

**CIRE Faculty Working Group:** Dan Burkey updated the group on the progress of the AAUP/Provost's Office CIRE working group. The group submitted its final report to both AAUP and the Provost's Office on March 31. It is currently being reviewed by both groups and the Provost's Office intends to share with the Council of Deans in May. Elizabeth Jockusch inquired about Regional Campus representation. Dan Burkey noted that there was regional campus faculty representation on the working group itself, and approximately 25% of the 205 CIRE faculty respondents to the groups survey were from the regional campuses.

**Faculty Sabbatical for Joint Appointments:** The SEC asked the FSC to consider an issue brought to its attention regarding how sabbatical requests are handled for faculty with joint appointments between schools or programs. Jeffrey Shoulson noted that joint appointments

were an issue that was discussed approximately four years ago and that an MOU was developed, but didn't include this issue. It was unclear if grandfathered appointments were covered by this agreement.

It may be necessary to update the current guidance (linked below), with the main question being how coverage is to be managed. Department Heads, Deans, and the Provost's Office are the main stakeholders.

<https://policy.uconn.edu/wp-content/uploads/sites/243/2020/08/Provost-Guidelines-on-Secondary-Appointments.pdf>

**Nutmeg Professorship** - Following up on the development of the Nutmeg Professorships, Jeffrey Shoulson did ask Provost D'Alleva, who liked the idea for retention, but also felt it might be "a bit of a catch all" and might benefit from being more specific in the criteria. Also a potential for one for teaching, one for research, one for engagement/service? Other suggestions included potential elimination of the course reduction, including just a stipend, and being a time-limited award; Jeffrey noted that the current budget situation probably precludes it from being implemented in the next year. Lisa Holle and Valarie Artigas will work to update the proposal and respond to some of the comments and feedback, and will discuss at the May FSC meeting.

**Salary Equity:** Masha Gordina noted that the Faculty Salary Survey was released last Friday: [https://provost.uconn.edu/wp-content/uploads/sites/2165/2023/03/Salary-Equity-Analysis\\_Final-Report\\_Fall-2022.pdf](https://provost.uconn.edu/wp-content/uploads/sites/2165/2023/03/Salary-Equity-Analysis_Final-Report_Fall-2022.pdf)

**Full-time Out-of-State work:** It was noted that there is still a lack of clarity on this topic and there are ongoing conversations between HR/Provost/General Counsel.

3. **Motion to Adjourn:** Betsy McCoach; **Second:** Masha Gordina; **Meeting Adjourned at 2:49 PM**