

FACULTY SENATE COMMITTEE ANNUAL REPORT

Committee: _____ Faculty Policies and Compensation Committee (FPCC) _____

Report Year: _____ 2019-2020 _____

Committee Chair(s)	Ed Gillan, Assoc. Professor, Chemistry (FPCC Chair), 2016-22
Committee Members	Laurie Croft, Clinical Professor, Teaching & Learning, 2015-21 Teresa Marshall, Professor, Preventive & Comm. Dentistry, 2015-21 Jason Rantanen, Professor, Law, 2017-20 Tom Vaughn, Assoc. Professor, Health Management & Policy, 2017-20 Susan Assouline, Professor, Psychology & Quant. Foundations, 2018-21 Rahul Rastogi, Clinical Professor, Anesthesia, 2019-22 Lucie Laurian, Professor, Urban & Regional Planning, 2019-22 Doris Witt, Assoc. Professor, English, 2019-22
Committee Charge	Duties. The Committee reviews and makes recommendations on all proposed University policies and procedures affecting faculty not otherwise under the jurisdiction of another Senate or charter committee. The Senate President may refer any such proposed policies or procedures to another committee.
Current Year Meeting Dates	9/10/19, 10/21/19, 11/11/19, 2/18/20, 4/9/20 (Zoom)
Please indicate the typical frequency of meetings (e.g., first Tuesday of month at 4 pm). If there are subcommittees, please indicate the frequency of those meetings, too.	Monthly meetings individually scheduled to best fit the committee member's schedules. Additional meetings or email discussions on time critical issues brought to the committee by Faculty Senate president or Provost's Office.
Current Year Activities	<ol style="list-style-type: none"> 1) Review and comment on Catastrophic Leave Donation Policy (later approved by Faculty Senate) 2) Met with Exec. Vice Provost Kregel and Deputy Gen. Council Maria Lukas to better understand issues related to current faculty dispute procedures available to non-tenure track faculty. Also we received feedback that the composition of faculty judicial panels was sometimes problematic. 3) We briefly discussed creating some policy guidelines for FSOs on when an item might need brief review by themselves, or including FPCC review, or involving full Senate/Council review and approval. 4) The committee assembled collegiate clinical-track promotion documents with the intent to compare procedures among colleges. 5) Reviewed revisions to the anti-harassment policy and the FMLA policy. 6) Met with the new Associate Provost for Faculty Lois Geist to discuss clinical-track issues.

Topics your committee anticipates addressing during the coming year	<p>1) Discussion of some type of faculty representation and dispute path (if any) for the temporary fixed term faculty.</p> <p>2) Engage IT faculty in future discussions of changes to their dispute resolution process.</p> <p>3) Examine and review provost office proposals for major revisions to non-tenure track faculty dispute procedures.</p> <p>4) Further discuss promotion processes for clinical-track faculty. Also whether clinicians in this track should be treated differently from other clinical track faculty.</p> <p>5) Revisit post-tenure review process to make sure it is working as needed. Also we may want to revisit the PTEAP policy issues that have been raised by the Provost's Office in the past.</p>
Other issues of concern	<p>It has become more recently concerning that Operations Manual policies that directly affect faculty appear to be more frequently revised and published without being reviewed or critiqued by FPCC. This committee should not be seen as a hindrance to policy change processes, but as a partner in creating fair, workable, and reasonable UI faculty policies.</p>
What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	<p>Typical workload is attendance at monthly meeting, review of documents and supporting information prior to the meeting, and being available for a couple emergency meetings as needed for time-critical items that often coming directly from Faculty Senate Officers or upper administration.</p>
<i>Recommendations, if any, to the shared governance groups.</i>	<p>It would be beneficial to have experienced UI Instructional Track faculty willing to assist our committee on some of the thornier parts of IT dispute policy and community policy revisions. Alternately, the FSOs may want to consider reconstituting the former "lecturers committee" as an ad-hoc lecturers and fixed term faculty advisory committee? This could be a useful sounding board and resource for the coming year.</p>