

FACULTY SENATE COMMITTEE ANNUAL REPORT

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

Report Year: _____ 2020-2021 _____

Committee Chair(s)	Ed Gillan, Assoc. Professor, Chemistry, 2016-22, and Doris Witt, Assoc. Professor, English, 2019-22
Committee Members	Laurie Croft, Clinical Professor, Teaching & Learning, 2015-21 Teresa Marshall, Professor, Preventive & Comm. Dentistry, 2015-21 Jason Rantanen, Professor, Law, 2017-23 Susan Assouline, Professor, Psychology & Quant. Foundations, 2018-21 Rahul Rastogi, Clinical Professor, Anesthesia, 2019-22 Lucie Laurian, Professor, Urban & Regional Planning, 2019-22 Lucia Gemmani, Lecturer, French & Italian, 2020-23
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	10/27/20, 11/17/20, 12/8/20, 2/1/21, 3/1/21, 4/5/21, 5/3/21 (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) Reviewed and commented on new Title IX procedures and Social Media in Recruitment Guidelines. 2) Reviewed and commented on Provost Office proposal for revision to summer salary policy (III Ch. 17.8(1)). 3) Reviewed and commented on Provost Office proposal for revision of academic review policies (II Ch. 28). 4) Engaged in numerous discussions regarding Provost Office plans and proposals for revisions to Faculty Track definitions (II Ch. 10) and Faculty Dispute Procedures (III Ch. 29); composed and sent a letter to the Associate Provost advocating for a more robust shared governance partnership between administration and faculty when Ops Manual policies are being reviewed; conducted a preliminary peer review of faculty track definitions and faculty dispute procedures at numerous peer institutions. 5) Reviewed and commented on UI administration-proposed revisions to several Operations Manual policies (Anti-Harassment Policy, II.14; Interim Policy on Sexual Harassment and Sexual Misconduct, II.4.14; Faculty Professional Ethics and Academic Responsibility Policy, III.15; Staff Code of Ethics, III.16; Code of Student Life, IV.1.1.1, E.17; and Campus Speakers & Programs, V.28).

	6) Reviewed and commented on revisions proposed by the Provost Office and International Programs to the international travel policy as it relates to faculty.
Topics your committee anticipates addressing during the coming year	<ol style="list-style-type: none"> 1) Continue gathering information relevant to Provost Office proposals for major revisions to Faculty Track definitions and Faculty Dispute Procedures, including likely conducting a survey of clinical track faculty; continue reviewing and commenting on these proposals. 2) Collaborate with the committee assigned to conduct the five-year review of the Instructional Track policy. 3) Discuss promotion processes for clinical-track faculty, including whether clinicians in this track should be treated differently from other clinical track faculty. 4) Discuss possibilities for enhancing faculty representation and creating a dispute resolution process for temporary fixed term faculty. 5) Revisit the PTEAP issues that have been raised by the Provost's Office in the past and discuss more broadly whether the post-tenure review process is working effectively.
Other issues of concern	<ol style="list-style-type: none"> 1) It continues to be of concern that Ops. Manual policies that directly affect faculty are at times being revised without input from FPCC or that FPCC is only asked to provide feedback at a very late stage in the drafting process. 2) Many proposed revisions to the Ops. Manual seem geared toward streamlining the language and are often coupled with a promise to relocate existing (explanatory) Ops. Manual language to various university websites, but we are concerned that this solution is insufficiently protective of the processes the existing language was designed to protect and help implement.
What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	Typical workload is attendance at monthly meeting, review of documents and supporting information prior to the meeting, and being available for occasional emergency meetings as needed for time-critical items that often come directly from Faculty Senate Officers or upper administration.
<i>Recommendations, if any, to the shared governance groups.</i>	It would be beneficial to have experienced UI Clinical Track faculty willing to assist our committee during the coming year as we research, review, and critique proposed changes to the Faculty Track definitions and Faculty Dispute Procedures since the proposed changes would have the greatest impact on clinical track faculty.