

FACULTY SENATE COMMITTEE ANNUAL REPORT

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

Report Year: _____ 2021-2022 _____

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| Committee Chair(s) | Doris Witt, Assoc. Professor, English, 2019-25 |
| Committee Members | Ed Gillan, Assoc. Professor, Chemistry, 2016-22 Jason Rantanen, Professor, Law, 2017-23 Lucie Laurian, Professor, Urban & Regional Planning, 2019-22 Rahul Rastogi, Clinical Professor, Anesthesia, 2019-22 Doris Witt, Assoc. Professor, English (FPCC Chair), 2019-22 Lucia Gemmani, Lecturer, French & Italian, 2020-23 Kecia Leary, Clinical Professor, Pediatric Dentistry, 2021-24 Jason Radley, Assoc. Professor, Psych. and Brain Science, 2021-24 David Ryfe, Professor, Journalism and Mass Communication, 2021-24 |
| 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 | 9-14-21, 10-12-21, 11-9-21, 12-7-21, 2-10-22, 3-10-22, 4-15-22, 5-10-22 (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 | <ul style="list-style-type: none"> Reviewed and provided feedback on proposed changes to Ops. Manual II.14.2 Anti-Harassment Policy Reviewed and provided feedback on proposed changes to Ops. Manual II.19 Acceptable Use of Information Technology Resources Reviewed and provided feedback on proposed changes to Ops. Manual III.10 Faculty and III.29 Faculty Dispute Procedures <ul style="list-style-type: none"> Note: Work on these two policies constituted a main focus across the year Shared information and ideas with co-chairs of the Instructional Track 5-Year Review Committee Reviewed and provided feedback on proposed changes to Ops. Manual II.3 Human Rights Policy and II.6 Nondiscrimination Policy Engaged in preliminary conversation about likely upcoming proposed changes for Ops. Manual II.5 Consensual Relationships Involving Students and III.9.3 Criminal Background Checks at Point of Hire |
| Topics your committee anticipates addressing during the coming year | <ul style="list-style-type: none"> FPCC will almost certainly continue to participate in discussions about proposed revisions to III.10 Faculty and III.29 Faculty Dispute Procedures |

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| | <ul style="list-style-type: none"> • FPCC will likely review and provide feedback on proposed revisions to II.5 Consensual Relationships Involving Students and III.9.3 Criminal Background Checks at Point of Hire <ul style="list-style-type: none"> ○ Note: II.5 will likely require more attention than III.19.3 • At this point no other proposed changes to policy impacting faculty have been brought to our attention, but it would be reasonable to anticipate that FPCC will be asked to review and comment on other proposed policy revisions during 2022-2023. |
| Other issues of concern | <ul style="list-style-type: none"> • None known |
| What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)? | <ul style="list-style-type: none"> • Most new members will likely find the learning curve to be steep if they lack significant experience working with UI policy, but they should not feel at all discouraged from signing up because our role is to represent a diverse range of faculty perspectives—and the majority of faculty are not experts on policy. Also, it becomes increasingly easier to contribute over the course of a three year term. • Typical workload has been 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. • We did, however, find it necessary to make use of ad hoc subcommittees at times during 2021-2022, and it seems very possible that we might need them again during 2022-2023. |
| <i>Recommendations, if any, to the shared governance groups.</i> | <ul style="list-style-type: none"> • FPCC is well situated to review and respond in a timely fashion to proposed policy revisions that are targeted and fairly specific; it is perhaps less well situated to review and respond to proposed policy revisions that entail substantial changes across dozens of pages unless all relevant stakeholders understand that an extended timeline for response will be necessary because FPCC members juggle many other responsibilities. The Faculty Senate might wish to consider this concern in recruiting new members: would it be preferable to stipulate that the norm is approximately one meeting per month, with some background reading and occasional ad hoc meetings or extended email conversations; or would it be preferable to stipulate that faculty who join will ideally be willing to put in some significant extra time, if needed, so as to make themselves available for extended work on tasks such as helping draft new policies. One does not wish to discourage faculty from joining an important committee by exaggerating the potential workload, but prospective members should understand that a willingness to rise to the occasion will be welcome. |