

FACULTY SENATE COMMITTEE ANNUAL REPORT

Committee: Faculty Policies and Compensation Committee

Report Year: 2024-25

Chair	Doris Witt Assoc. Professor, English (Outgoing Chair), 2019-25
Committee Members	Rahul Rastogi Clinical Professor, Anesthesia, 2019-25 Lori Adams Professor of Instruction, Biology, 2022-25 Kay Hegarty Professor of Practice, Accounting, 2022-25 Lindell Joseph Clinical Professor, Nursing, 2022-25 Teresa Marshall Professor, Preventative and Community Dentistry, 2023-26 Alison Guernsey Clinical Professor, Law, 2024-27 Shannon Roesler Professor, Law, 2024-27 Ily Yumul-Non Clinical Assistant Professor, Internal Medicine, 2024-27
Committee Charge	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	9-6-24, 10-16-24, 12-9-24, 12-19-24, 1-21-25, 2-26-25, 4-25-25
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.	FPCC typically meets once per month for a total of three to four times per semester, with the first one or two fall meetings held in person and the remainder over Zoom. But this schedule is subject to some variation pending the nature of the policy work on the table during a given year. Currently no standing subcommittees exist for FPCC, but in years past ad hoc subcommittees have been formed from time to time to keep the workload manageable. On occasion (supplementary) policy discussions take place over email.
Current Year Activities	<ul style="list-style-type: none"> Discussed and provided feedback on FSO best practice guidelines for determining when to take matters to FPCC, Faculty Council, and Faculty Senate for a vote Discussed and provided detailed feedback on proposed revision to Policy Manual III.8 Conflict of Interest in Employment (Nepotism) Discussed at length and provided several rounds of feedback on proposed revisions to the Tenure Track related sections of Policy Manual III.10 Faculty
Topics your committee will address during the coming year	Tentatively, it is anticipated that during the coming year FPCC will discuss and provide feedback on the following policies: <ul style="list-style-type: none"> II.26.6 Ethics in Research (subsection of II.26 Research) and III.29.9 Research Ethics Violations (subsection of III.29 Faculty Dispute Procedures) III.29.8 Specialized Faculty Grievances (subsection of III.29 Faculty Dispute Procedures)

	<ul style="list-style-type: none"> • III.10.6 Specialized Track Faculty (subsection of III.10 Faculty) • III.15 Professional Ethics and Academic Responsibility (PEAR)
Other issues of concern	None known at this time
What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	<p>The workload only rarely requires more than an hour or so of advance preparation for meetings. That said, applicants should be encouraged to join FPCC only if they are genuinely committed to participating on the committee by preparing carefully and attending as many of the meetings as possible. Applicants should also be forewarned that members who do not have much prior experience working on policy can tend to find that the learning curve is steep, especially during the first year, but that challenge should not pose an obstacle to volunteering to serve since returning members value the infusion of fresh perspectives and are happy to provide training and guidance in return.</p>
<i>Recommendations, if any, to the Faculty Senate Officers.</i>	<p>The approach taken this year of holding a late-spring meeting between FSO and representatives from OP and OGC to discuss likely policy revision work for the upcoming school year could become a helpful annual tradition, as it allows the FPCC chair and returning FPCC members to go into the year with a clearer sense of how the workload might unfold—which in turn can impact decisions such as those involved in setting up the meeting schedule. One could potentially shift instead to a model that involves setting up a regular day and time meeting schedule that would be advertised to applicants as part of the sign-up process, which might perhaps somewhat alleviate the challenges involved in identifying time blocks when all members are free and able to attend. But that approach would also risk making the committee less “nimble” than is often optimal given the nature of the work it does.</p>