Committee Name: University Committee on Faculty Affairs

Committee Chairperson: Phylis Floyd, Associate Professor, Department of Art, Art History, and Design/College of Arts and Letters

Summary of Committee Activities and Actions:

- Reviewed Faculty Senate Survey and ranked key issues for the year
- Reviewed policies related to student on faculty assault (year-long process – final proposal passed on April 21, 2015. In making the recommendations the personnel sub-committee, John Bell, Chair, met with university detectives, police, and university legal team
- Presentation, discussion of CATA contract renewal with recommendations on continued safety and traffic flow improvements
- Reviewed, provided input on proposed University Policy on Relationship Violence & Sexual Misconduct
- Reviewed and passed minor revisions to Provost’s memo on RPT guidelines for the current year
- Ongoing discussion of Faculty Health Center and changes to health insurance and benefits
- Provided input on State Appropriation Budget proposal, after several meetings, with presentations by Dave Byelich on MSU’s budget (in an effort to increase transparency and educate faculty on budgetary issues and overall university goals related to budget decisions).
- Discussion of Capital Campaign (Robert Groves, Vice President – University Advancement).
- Reached final resolution on ongoing questions about payment disparity in shifting from annual year to academic year pay schedules (raised last year, has remained unresolved). Solution developed through Terry Curry’s office, and passed by UCFA: partial salary payments for August will be calculated from the 16th to the 31st of the month; partial payments for May will be calculated from May 1-May 15.
- Discussion and recommendations on Campus Bike, Pedestrian, Safety issues sent forward to the Steering Committee.
- Discussed and approved new university degree / Department of Computational Mathematics.
• Voted to support digital recording of key academic governance meetings (specifics to be determined)

• Reviewed, and proposed supplementary guidelines on background check policy

• Proposed and passed revision to appeals process in the Faculty Grievance Policy

• Reviewed and provided input on Grief Absence Policy

• Recommendation for 2015-2016 Faculty Merit and Market Pool Increase

• Recommended that a faculty survey be conducted next year as part of an evolving process to address dispute resolution using MSU resources in tandem with the FGO office and policy

• Evaluation of interim FGO

• Appointed members to a task force to review the Policy and Procedure for Implementing Disciplinary Action Where Dismissal is Not Sought and the Dismissal of Tenured Faculty for Cause policies in the Faculty Handbook.

Ongoing / unresolved

• The growth of administrative positions relative to tenure-system faculty lines and its impact on tuition costs
• Inconsistencies in academic calendar: between fall and spring/ between semesters and summer calendar
• Discussion of summer pay and retirement benefits policy, relative to peer institutions. Will be addressed and recommendations made in near future
• Health Care Center and health insurance changes
• review the Policy and Procedure for Implementing Disciplinary Action Where Dismissal is Not Sought and the Dismissal of Tenured Faculty for Cause policies in the Faculty Handbook.

Special thanks to John Bell, Chair of the Personnel Sub-committee of UCFA