

University Faculty Affairs Committee

Minutes: January 26, 2015

Monroe 4th floor lounge, noon

Committee members in attendance: Eric Gable (Chair; CAS), Louis Martinette (COB), Angela Pitts (CAS), Hilary Stebbins (Secretary; CAS), Jo Tyler (COE)

1. Last semester UFAC drafted two items (merit pay/salary increases and “unethical/predatory” publishing). The motion on unethical publishing was submitted to the UFC for consideration. Eric reported that it was tabled by the UFC on the grounds that the items had not been presented to all three colleges (via a posting on the UFAC website) in a timely fashion.
2. Based on this Eric drafted a motion to make minor changes in the faculty handbook language the he believes would increase the efficiency of the passage of motions made by the university committees to the UFC. UFAC did not have time to discuss this in depth, but it is currently under review by UFAC and members are communicating about possible revisions via e-mail. We have decided that once UFAC votes to approve this motion we should send it to an at-large UFC member for review.
3. **Discussion of salary survey**
 - Eric noted that he had been contacted by the provost, Jonathan Levin, about the possibility of surveying the faculty regarding input on how any potential funds that could be used for pay increases should be distributed (e.g. add to base pay v. salary bonus; should it be based on merit).
 - UFAC discussed some of the advantages and disadvantages of doing a survey and noted that there were too many unanswered questions (e.g. how much money would be available, what is the likelihood of the money becoming available; what is the source of this money) that needed to be answered before continuing the discussion.
 - UFAC decided that they would like to meet with the provost in order to answer some of these questions. Jo and Louis suggested (and the rest of us concurred) that we develop a list of questions prior to this meeting via e-mail and then try to schedule the meeting for Monday February 2, if possible.
 - The discussion came back to the merit evaluation system in general and whether a) salary increases should be based on an average merit of a number of years and b) the value of merit evaluations if there is no pay incentive attached to them

The meeting was adjourned at 1:05 pm.

Submitted by: Hilary E. Stebbins