

UFAC Meeting Minutes November 8, 2021

Meeting Participants: Randy Reif (at-large, Chair), Eric Bonds (CAS, Secretary), Caitie Finlayson (at-large), Lance Gentry (COB), Jennifer Barry (at-large), and Kyle Schultz (COE)

Guest: Kashef Majid

Proposed Revisions to Appendix J of the Faculty Handbook (College of Business Tenure and Promotion Procedures)

Kashef Majid walked the committee through the proposed revisions to Appendix J of the Faculty Handbook, which have already been approved by the College of Business. Faculty in CoB believe that the proposed revisions are needed in order to ensure the college's reaccreditation by AACSB.

UFAC members raised questions about some of the language in the proposed revisions, especially regarding the new language making publication in a peer-reviewed journal a necessary step for tenure and promotion. Committee members discussed similarities and differences in this language compared to their own disciplinary norms and requirements in the College of Arts and Sciences.

It was suggested that such proposed language for tenure and promotion in the College of Arts and Sciences would be opposed by a significant number of the College's faculty. But UFAC members also recognized the differences and different needs between disciplines, and agreed on the importance of trusting colleagues in different areas of study across our colleges.

- **Action:** The UFAC unanimously supported the COB's proposed revisions to Appendix J

Concerns About the Allocation of Space

We continue to await a response on this issue, but will follow up as needed.

Equity Study

The need for an equity study was discussed by the University Budget Advisory Committee. It will be brought up again at the next UFC meeting. The UFAC chair will follow up with Kristin Marsh to determine next steps. Committee members discussed the idea of creating a subcommittee between the UFC and the UFAC to oversee bids and implementation of the equity study.

Morale

UFAC members discussed low faculty morale. The UFAC chair will follow up with Provost O'Donnell on this issue.

Next Meeting

Earlier in the semester, UFAC members penciled in a possible meeting during the first week of December if needed. Right now, it is not looking as if this meeting will be required.