**University Faculty Affairs Committee Meeting Minutes**

**Friday, January 17th, 2025**

**2:00 p.m. via Zoom**

**Committee Members in Attendance:** Miriam Liss (chair), Will Mackintosh (secretary), Melissa Wells, Smita Jain Oxford, Jessica Zeitz, Brad Lamphere

**Committee Members Absent:** none

**Visitors in Attendance:** Tim O’Donnell

1. Chair Miriam Liss called the meeting to order at 2:02 PM.
2. Sabbatical updates
   1. Tim O’Donnell reviewed his sabbatical report for the committee and provided updates on questions posed in September. He talked through the process to help explain the observed outcomes. He will share the updated report with the committee.
   2. The committee discussed the relationship between departmental higher-behind costs and sabbatical application success. The provost says it is not a consideration, and the committee agreed that it should not be.
   3. The committee discussed structural inequities in ability to apply for sabbatical due to departmental workload.
   4. The committee discussed the importance of bringing back smaller research funds (like summer research grants) to provide more opportunities to prepare sabbatical-ready projects.
   5. The Summer Research Grants went away with Covid and haven’t come back, which makes them somewhat unique.
   6. The committee discussed improving transparency and process for applying for existing research funds like Waple and Jepson.
   7. The committee decided to reach out to our constituencies informally before the next meeting to take the temperature of the faulty about whether to prioritize increasing the number of sabbaticals or increasing the number of smaller research funding opportunities.
   8. The committee expressed specific support for bringing back the Summer Research Grants.
3. Tenure and promotion updates
   1. The committee discussed the next steps in the process for the proposed T&P revisions that came out of the committee’s November meeting.
   2. The committee discussed what the next steps would be if our recommendation does not move forward. If nothing happens, probably what would happen would be that candidates would be evaluated according to the criteria of the handbook appendix that they came in under, evaluated by the committee of the college that they currently belong to. The committee discussed the pros and cons of that outcome.
   3. The committee agreed to wait for the UFC to take next steps.

The next meeting was set for 2 PM on January 31st, 2025 on zoom.

The committee was adjourned at 3:10 PM.

A majority of the committee approved the minutes via email by Monday, January 20, 2025.