**University Faculty Affairs Committee Meeting Minutes**

**Friday, March 14th, 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**: Tim O’Donnell, Provost

1. Miriam called the meeting to order at 2:01 PM
2. Old Business
   1. Special assignments and faculty fellows
      1. The committee reviewed the list of special assignments and faculty fellows that was shared by Tim O’Donnell
      2. Miriam shared a list of questions and equity concerns around these special assignments.
      3. Tim shared that work has been done since 2019 to equalize workload and compensation across special assignments to remedy previous equities that had worked their way into the system.
      4. Miriam shared concerns about some faculty fellowships requiring uncompensated labor. Tim will look into ensuring that faculty fellows receive the “flex time” they need to accomplish their duties within their compensated hours.
      5. Miriam recommended that 8hrs/week faculty fellowships should be compensated either with money or a course off, and the faculty member should be able to choose. Melissa agreed. Tim agreed to advocate for the expectation that faculty fellows can be compensated either financially or via course releases.
   2. Update on T and P.
      1. Tim and Melissa shared an update on the motions currently before UFC.
         1. Bridge motions: for departments that are moving, they would remain under their old P&T structure for the next year. There is also a proposal for a grandfather clause to allow current faculty to choose, though there are concerns about grandfathering at the UFC level.
         2. Deleting the appendices: proposal to delete the P&T appendices from the handbook, perhaps to house them somewhere at the college level, alongside a revised Section 7. Probably hard to pull off in the time available this semester.
         3. Melissa suggested that UFAC might need to start this semester having conversations about revisions to the P&T system that we would need to undertake next year.
      2. The committee achieved consensus that UFAC’s preferred course of action would be support the bridge motions rather than the changes to the handbook.
      3. This matter is likely to be a significant issue for the committee this year.
   3. Tim is working on finding funding to bring back summer research fellowships
3. Approval of Minutes
   1. The committee voted unanimously to approve the minutes from the February 14th meeting.

The next meeting was set for 2 PM on Friday, April 11th on zoom.

The committee was adjourned at 3:11 PM.