

## Faculty Affairs Committee - October 26, 2023

### Attendees

- Jessica Lester
- Cassandra Coble
- Shabnam Kavousian
- John Carini
- Gerry Lanosga
- Judah Cohen (ex officio)
- Jonathan Michaelsen
- Travis O'Brien
- Minjeong Kim
- Cale Whitworth
- Shu Cole
- Katherine Ryan
- John Gibson
- Lana Spendl (ex officio)

### Agenda

1. Updates on the P&T Procedure proposed policy
2. Emeritus faculty definition and next steps
3. Request to make a recommendation on emeritus faculty labels and potential for gender neutral language (see University of Wisconsin's efforts related to this where they specific that "An employee may select their preferred status of emerita (female), emeritus (male), or emerit (gender non-specific)").
  - Emerita = f sing
  - Emeritus = m. sing
  - Emeritae = f plural
  - Emerati = m plural
  - Emerit \*gender neutral\*
4. Discuss NTT faculty sabbatical leaves policy and generate recommendation to take back to BFC Executive Committee. See the School of Education's leave policy for NTT faculty here.
5. Discuss a request to revisit the ranks and titles of NTT faculty, specifically revisiting the title of assistant teaching prof; associate teaching prof, etc. Make recommendation to BFC Executive Committee regarding this request.
6. Begin discussions of revisions of grievance policy. See tracked changes to policy here.

### Discussion

#### Update on P&T Procedure

- Concerns raised about converting a 'procedure' to a 'policy' and implications

- Original reason was: there is no existing policy about this
- Is there duplication because we already have a P&T promotion process
- Will have an update in a few weeks; no action

## Emeritus faculty definition and next steps & gender neutral language

### Fact-finding about current state of Emeriti process

Current concern: there is a stated set of expectations (i.e., being active in research) for Emeriti faculty, but currently the process seems to be automatic conversion of faculty to Emerit status. Examples:

- Emeriti may participate in an all-faculty vote on, e.g., the constitution. There are currently 700 w/ an @indiana address: a large block for voting.
- Emeriti can be primary dissertation advisor, regardless of whether faculty member has been engaged in research for years

There is also a need to communicate with departments/units about how the status is communicated. There seem to be some instances of faculty being given the title on faculty websites but not necessarily approved by any official process.

Request to FAAC members: a 3-member subcommittee with a goal to list facts around the current process to give feedback to OVFPAA.

Members: Jessica, John C., Gerry

n.b. from VPFAA:

- Process is largely automatic for TT faculty (a box is checked)
- NTT can request and must be justified

### Gender Neutral Language

- Emerita = f sing
- Emeritus = m. sing
- Emeritae = f plural
- Emerati = m plural
- Emerit \*gender neutral\*
- (add'l suggestion): Emeritum (gender neutral in latin, but somewhat nonsense b/c it refers to a thing rather than a person) "A thing earned upon completion of service"

Regarding the above, "Emerit" is in OE Dictionary but not of latin origin.

Two separate proposals considered:

1. Change language to gender neutral in constitution (could touch many places)
  - a. Concern was raised about such a potentially wide-ranging change to the constitution
  - b. Wisconsin passed a resolution to change gender in the constitution as broader changes were made
  - c. May want to consider at UFC level
2. Offer a choice to Emerati faculty which term will be applied to them
  - a. Committee agreed this is a good change

**Action:** FAC chairs will bring back to BFC Executive committee as something worth considering further.

## NTT Faculty Sabbatical Leaves

Do units need to generate an NTT Faculty Sabbatical leave policy?

- Some units do have one, but not all
- BFC could recommend to OVPFAA that units be reminded that they can enact a policy

Points:

- Teaching Professor promotion requirements are stringent, requiring substantial work beyond just classroom teaching
- Sabbatical is a Board of Trustees policy aimed at researchers; BT would need to approve
- Professional development could be considered separate from, e.g., doing intensive activities that demonstrate leadership in teaching
- Would need to clarify “what the purpose of sabbatical?”
  - Investment of university in their workforce
- Would need to explore budget justifications if at the unit level
  - Can campus match cost with unit somehow?
    - Seems unlikely w/o raising to a campus-level policy

**Action:** FAAC chairs will recommend to BFC ExCom that they recommend to OVPFAA that they encourage units to develop unit-level policies.

**Note:** did not get to last two items; will be agenda items for next meeting