

## **Minutes for Faculty Affairs Committee Meeting, Sept 1 2020**

Present (via Zoom): David Armstrong (scribe), Josh Burk (co-Chair), Sarah Day (co-Chair), Maria Donoghue Velleca (Dean), Cathy Levesque, Jack Martin, Peter McHenry

1. We approved the minutes from Aug. 24 2020.
2. Updates from the Dean: the 3-year Hiring Pilot plan was discussed by Maria and the Deans of the four schools. Each Dean will look at the implementation details; there may need to be modifications to reconcile with present A&S hiring practices. The CCPD has formed a working group to consider the Plan. Peter volunteered to gather information on departmental practices, (perhaps via a Qualtrics survey to Chairs, and perhaps working with CCPD). Will there be any hiring this year (aside from those hires already-approved by MCERT and the Provost, which had separate external funding, such as the Tech Talent-funded hires)? Maria is working with the contact Deans to identify a few possible additional truly mission-critical faculty hires to request.
3. Logistics and procedures for today's Arts and Sciences faculty member were discussed.
4. A request for an update on the status of the report from the JAMOU working group (from one of the committee members, Jennifer Bickham-Mendez) was discussed. Last year's FAC did not pass along this report to PRC, as there were aspects of the new proposed policy that would need to be reconciled with other existing policies, such as the Dean's RPT memo. David will gather documentation, and reply to Jennifer's email.
5. We discussed moving the November 3<sup>rd</sup> A&S meeting to one week later to avoid it being on election day. Since the dates of the FAS meetings are not specified in our Bylaws, this decision can be made by FAC without requiring a vote at an FAS meeting. We agreed to change the date this year to Nov 10.
6. The FAC meeting the week before an FAS meeting is often rushed (since the agenda must be distributed immediately after the FAC meeting), so we decided to move FAC meetings on those days to the Monday of that week.
7. The Provost has asked Maria to chair an ad-hoc committee on revising the SSRL policy. We had some initial discussion of the present SSRL policy and the possible motivations for change.
8. We discussed possible guests to invite to future FAS meetings: Maria mentioned that Chris Lee (Director of Human resources) had recently completed an interesting report on faculty salaries, and so it might be good to invite him to present that to A&S.
9. The meeting was adjourned at 3:18 pm.