

## Minutes for Faculty Affairs Committee Meeting, April 20 2021

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

Guests: Members of A&S Committee on Diversity, Equity and Inclusion: Dana Lashley (Chemistry), Erica Schipper (student), Gene Tracy (Physics).

1. The meeting began with the guests from the CDEI committee, but without the Dean.
2. We approved the minutes from Apr. 13 2021.
3. CDEI updates: the search for the Dean of DEI was discussed. The committee reports that they were all enthusiastic about each of the four finalists. The motivation for several resignations from CDEI were discussed. The committee reports that they feel that their committee was effective, and that much valuable work was accomplished in its first year. The report to be given to the A&S faculty at the May FAS meeting by the CDEI will not be a comprehensive annual report; it will focus on their analysis of departmental DEI plans.
4. The guests left the meeting, and Maria joined.
5. Updates from the Dean: An initial framework for a 14-month plan for phased return to work was presented in Cabinet and discussed here. The plan for the 5% salary increase pool was discussed – 2% across-the-board for cost-of-living has been decided on; the division of the remaining 3% between merit and market or equity adjustments was discussed. A possible cap so that no individual raise would be above a certain (7.5%?) threshold was discussed. The FAC urged that whatever algorithm is decided on, one should have clarity in communications so as to moderate expectations. Continuing NTE faculty will be part of the raise pool. It is not clear that there can be an increase in compensation for adjuncts instructors. Updating the Dean’s “RPT memo” was discussed. Maria plans on making only minor/cosmetic changes this year. We discussed whether the RPT memo needs to be approved by a vote of FAS (it have never been done in the past, despite Faculty Handbook requirements). It may be better to separate in the memo between the core “Policy and Procedure”, which should be voted on, and detailed “Guidance”, which need not be.
6. The agenda for the May FAS meeting was discussed and adjusted.
7. Possible “next steps” related to the Data Science were discussed, given the negative vote at the April FAS meeting on creating a department.
8. The meeting was adjourned at about 3:40pm.