

## Minutes for the Faculty Affairs Committee Meeting, March 21, 2023

**In attendance:** Suzanne Raitt (Acting Dean, came late), Peter McHenry (chair), Catherine Levesque, J.C. Poutsma, Marc Sher, Ayfer Karakaya-Stump (scribe)

Meeting started at 2:10 PM

1. Approved minutes from 3/7/23 & 3/14/23 meetings.
2. Concerns expressed by various faculty members during the 3/7/23 FAS meeting regarding the proposed Department Merit Guidelines were reviewed. After careful consideration, it was decided to make changes to the language of item #8 in the proposal regarding variance in the merit scores to reflect differences in accomplishment. These changes were made to address the concerns raised before the proposal is submitted for a vote.
3. The topic of Flexible Merit was discussed. Peter noted that there is currently no formal Flexible Merit policy in A&S, and that there is only a Faculty Teaching and the Promise Report endorsed by the A&S faculty in 2014, and two related dean's memos (by Dean Kate Conley) from 2014 and 2020. After a detailed discussion, it was decided not to include Flexible Merit in the Merit Guidelines to be voted on, and to postpone its consideration to a later date.

(Suzanne Raitt joined the meeting at 2:55PM)

4. Peter reminded us that two more nominees are needed for the Committee of Nominations election.
5. The search for a new dean was briefly discussed. After considering the matter, it was concluded that the Faculty Affairs Committee (FAC) does not need to take any action regarding the search process, as it is proceeding in a transparent manner without any complaints from the faculty.
6. Updates from Suzanne:
  - a. Suzanne briefed us on her meeting with the President and the Provost regarding the ToR Faculty Framework. Although the upper administration agrees with the framework's principles, they have decided to delay its implementation to establish clear criteria and procedures for the promotion of ToR faculty at the administrative level. Suzanne explained that the differences were minor and that she will send out a message to everyone regarding the delay to avoid causing any concerns.

- b. Suzanne informed us about a decision by the Provost to implement a pilot policy to provide priority registration of up to 8 credits for all in-season athletes in the Fall semester. Currently, only incoming athletes have priority registration opportunities.

7. The meeting adjourned at 3:25 PM.