

Minutes

Faculty Standards Committee of the University Senate

Oct. 7, 2019 (2:00 p.m., Dodd Center 162, Storrs Campus)

The following FSC members were in attendance.

*Preston Britner, Chair, Human Development & Family Sciences

*Marysol Asencio, El Instituto

*Dan Burkey, Engineering

*Stephen Dyson, Political Science

*Phillip Gould, Physics

*Lisa Holle, Pharmacy Practice

*Vicki Magley, Psychological Sciences

*Linda Pescatello, Kinesiology

*Paula Philbrick, EEB, Waterbury Campus

*Kathy Segerson, Economics

*Del Siegle, School of Education

*Cristina Wilson, School of Social Work [by phone]

Cynthia Gerber, Graduate Student

Elizabeth Jockusch, Ecology & Evolutionary Biology

Lewis Gordon, Philosophy

Martina Rosenberg, CETL

John Volin, Vice Provost for Academic Affairs, *ex officio* member

1) Old Business

The Sept. 9, 2019 Minutes were unanimously approved.

Faculty retention: Preston Britner shared that he and Amy Howell (Chair, Senate Diversity Committee) talked about overlaps between the committees' interests. The Diversity Committee will take the lead on discussions and data re. faculty recruitment and retention and will update FSC and involve as relevant.

Workload and academic freedom: The Senate Executive Committee was supportive of FSC inviting Radenka Maric (Vice President for Research) and John Volin (Vice Provost for Academic Affairs, *ex officio* FSC member) to discuss implications (workload, academic freedom) of PA 19-154 and the President's goal of doubling research. Volin noted that there was a draft report (which he will share with FSC) underway re. the legislation. Britner has scheduled these two topics for the Dec. 9 FSC meeting.

Our primary topic for discussion was the issue of sabbatical leave for non-tenure track faculty. In addition to the topics raised at our September meeting, SEC Chair Veronica Makowsky shared with Britner questions about the need for a By-Law change,

coordination with AAUP in future contract negotiations, and some ideas for an alternative (non-sabbatical) leave policy for non-tenure track faculty.

Britner recapped the history and current policy gap (University By-Law language vs. current approval policy) and some of the relevant issues.

Other committee members raised questions about:

- Purpose of sabbatical for non-TT faculty (with varying job descriptions and teaching loads): Expectations for sabbatical and focus on research or pedagogy? Is sabbatical a “benefit”? Would it promote higher retention (lower turnover)?
- Impact of opening sabbatical to non-tenure track (TT) faculty. There are currently about 1200 tenure-track and about 400 non-TT. With more APIRs to be hired (possibly), the non-TT numbers could grow. Questions were raised about how many non-TT would be eligible and how that might affect sabbaticals for TT faculty and public perceptions of sabbaticals as a whole.
- Resources and levels of approval for a non-TT faculty member: If the Department and School/College has the resources/can accommodate and sees the value in the sabbatical application, why would it be denied at the level of the Office of the Provost?
- Possible inconsistency across units: Given differences in numbers of non-TT faculty, resources, and teaching loads, requests could be approved/denied at quite variable rates across S/C.
- Next steps:
 - Build on prior to work to find other examples (policies, criteria) from peer institutions.
 - Look at hiring/promotion criteria for APIRs and other non-TT faculty. Research productivity expectations might change the nature of some positions.
 - If it’s a “benefit,” consider how AAUP/UConn negotiation might proceed.
 - Further develop recommended (to SEC, Senate, eventually BOT) language for criteria for requests and language regarding resources/accommodations from departments and S/C.

The meeting was adjourned at 3:25 p.m.