

Annual Report

Faculty Standards Committee (FSC) of the University Senate

April 2023

The FSC membership for academic year 2022-2023 included:

***Daniel Burkey, Chair, School of Engineering**

*Bede Agocha, CLAS, Africana Studies Institute

*Valarie Artigas, School of Nursing

*Masha Gordina, CLAS, Mathematics

*Lisa Holle, Pharmacy Practice

*Elizabeth Jockusch, CLAS, Ecology & Evolutionary Biology

*Elaine Lee, CAHNR, Kinesiology

*Vicki Magley, CLAS, Psychological Sciences

*Betsy McCoach, Neag, Educational Psychology

*George McManus, CLAS, Avery Point

Douglas Degges, Art and Art History (1/2 year)

Kevin Wan, Undergraduate Student Government Representative

Martina Rosenberg, CETL, Faculty Development

Jeffrey Shoulson, Senior Vice Provost, Ex-Officio member

*Note: *Senate Member 2022/2023*

Committee charge: *This committee shall continuously review University policies and practices relating to tenure, academic freedom, workloads, rank and promotion, remuneration, retirement, and other matters affecting the faculty and shall propose any desirable expression of Senate opinion on these matters, including proposals to the Trustees for modifications in their rules and regulations on these matters.*

The FSC met eight times during the academic year. Detailed minutes from all meetings are available on the Senate website. In the 2022-2023 AY, the committee discussed Emeritus Faculty privileges, CIRE faculty professional development, FOIA requests to faculty, new faculty review policies and procedures associated with the AAUP contract, the new Extra Compensation rules, and revisiting the Nutmeg Professorship.

Major Items of Discussion

Emeritus Faculty Privileges:

The FSC was contacted by several department heads with questions as to the policies surrounding emeritus faculty status and what rights and privileges could be afforded emeritus faculty. The standard “email and library access” was deemed to be potentially too limiting, especially for departments and faculty that wanted to maintain an active relationship (teaching, research, or service) after being granted emeritus status.

- A subcommittee consisting of FSC Members Lisa Holle and George McManus investigated numerous privileges and opportunities that would be of value to emeritus faculty, with the goal

of providing department heads a guiding document for discussing emeritus status with faculty considering retirement. It was recognized that resources vary considerably by school and college, and by department, so this document was intended as a template to guide discussions within the constraints of the individual units.

- The subcommittee and chair met with the Assistant Vice Provost for Academic Affairs Sarah Croucher, as well as with the chair of the emeritus committee Prof. Eva Lefkowitz to discuss the findings of the subcommittee and seek input from both parties with experience in emeritus faculty issues.
- The subcommittee, with assistance from the Provost's Office and input from the Emeritus Committee, is preparing an updated document that will first be shared with the Deans for comment and review before being finalized, with a target of early May 2023.

CIRE Faculty Professional Development:

FSC Chair Daniel Burkey was appointed to the Provost's/AAUP Working Group focused on professional development opportunities for CIRE faculty. This group consisted of three members of the university administration (Daniel Burkey, Associate Dean, School of Engineering, Katherine Capshaw, Associate Dean, CLAS, and Amy Gorin, Vice Provost for Health Sciences and Interdisciplinary Initiatives) and three CIRE faculty (Phoebe Godfrey, Sociology, Katherine Pancak, Finance and Real Estate, and Andy Jolly-Ballantine, Geography).

- The group met approximately every other week, from September 2022 through March 2023, with a two-month pause from October through December at AAUP's request.
- A primary consideration was sabbatical or other professional leaves for CIRE faculty, which to-date, have not been granted based on past practice. The working group did a broad survey of peer and other universities to determine what professional leave policies were in place for non-tenure-track faculty at other institutions.
- The working group surveyed all 444 current CIRE faculty members with a Qualtrics survey asking questions about professional development opportunities at UConn and other open-ended questions about their experiences. Approximately 200 responses were received. The results of this survey were included in the final report of the working group to the Provost's Office and AAUP on March 31, 2023. This report is currently being reviewed by the relevant parties.
- The working group made several recommendations, with associated cost estimates. The survey data revealed several areas of potential follow-up, so a primary recommendation was a follow-up working group or committee to continue the work started by this initial team.

Freedom of Information Act (FOIA):

Prof. Joe Macdougald (UConn Law) visited the FSC several times to discuss FSC potentially taking up the issue of the abuse of the Freedom of Information Act (FOIA) to harass faculty members. In the late fall, the issue was tabled, as it was picked up by the AAUP. The larger issue of abuse of FOIA regarding university faculty and staff was taken up by the state legislature in committee and is currently being discussed. The goal is to provide protections to university faculty and staff from frivolous and abusive

FOIA requests. As the matter was taken up by AAUP and subsequently the CT State Legislature, ultimately no action was required from FSC.

Faculty Review and the AAUP Contract:

Vice Provost for Strategic Initiatives Gladis Kersaint joined the FSC for the February 2023 meeting in response to questions about the faculty review processes as enumerated in the latest AAUP contract.

- It was reiterated that the intention of the review process is to provide both formative and summative feedback to faculty, as well as provide clarity in expectations to faculty, department heads, and administration, subject to the norms and expectations in individual fields.
- It was reiterated that these reviews are not intended to be duplicative with other review processes that are already in place and that they are not intended to serve as a “backdoor” to post-tenure review.
- Several committee members noted that there are still deficiencies in the review process, including how various components of faculty work are valued and counted, such as mentoring students vs. classroom teaching, and incorporation of diversity, equity, and inclusivity into teaching, scholarship, and service.
- It was noted that the specific implementation of these review processes is still the subject of ongoing discussions at multiple levels within the university.

Extra Compensation Policy:

Then-Director of Academic Finance and Administration Bridget Inzirillo joined the March 2023 meeting in response to questions about the new Extra Compensation Policy that was recently implemented.

- Work on the new policy began about three years ago. The old policy was outdated, inflexible, and not in line with peer institutions. The new policy went into effect in November 2022.
- The main new section is Section 3, which deals with overload compensation. In the previous model, overload was only used for teaching, was rarely used, and contributed to the summer pay cap. Faculty could not earn more than 12/12ths of their annual salary.
- The new model moves overload completely outside of regular and summer compensation. Can now earn beyond the 12/12ths equivalent.
- New policy can be found here: <https://policy.uconn.edu/2011/05/24/extra-compensation-for-full-time-faculty-in-aaup-policy-on/>
- The new model is currently being integrated into the policy structure, including new fields in CORE, new approvals and workflow, and documentation.

UConn Provost Nutmeg Professorships

A FSC workgroup developed a proposal titled the UConn Provost’s Nutmeg Professorships that would aim to recognize faculty members who have successfully engaged in the often hidden work that helps others excel that often goes beyond usual academic responsibilities. These inspirational individuals will be recognized for the impact of their efforts to create opportunities or improve outcomes for others.

Note that these Professorships are to be differentiated from the Board of Trustees Distinguished Professor awards, which allow for greater depth of focus in advancing the mission of the university in teaching, research, and/or service with demonstrable impact.

After the departure of Provost Lejuez, the proposal was resent to the Provost's office. Once Provost D'Alleva was named permanent provost, she provided some additional and new feedback on the Nutmeg Professorship. The members of the FSC who worked on the proposal originally will revisit that feedback over summer 2023.

Annual PTR Forum:

- Due to popularity, the PTR and PR forums have been updated to annual events.
- The Tenure-Track Promotion, Tenure & Reappointment Forum was held on Friday, April 14th, 2023, from 9-11 am via WebEx. The AAUP leadership was invited to provide introduction and recommendations.
- The Clinical, In-Residence, Extension (CIRE) Promotion & Reappointment Forum was held on Friday, April 14th, 2023, from 1-2:30 pm via WebEx. The AAUP leadership was invited to provide introduction and recommendations.
- Follow-up sessions with individual schools and colleges for specific questions were also scheduled.