

## **Professional Affairs Committee Report**

### **Membership**

Susan Fulton -Chair

Lesly Krone

Sophia Han

Ziping Liu

Kevin Musgrave

Karl Suhr

Emmanuel Thompson

**2020-2021 Charge:** to monitor and review matters which affect the professional growth of faculty members; to monitor the promotion, tenure, and merit policies and practices of the University; to make recommendations concerning promotion, hiring, termination, retrenchment, and tenure policies and practices; to make recommendations concerning the general professional stature of the faculty (e.g., sabbatical policies, professional development funds, travel allowances); to make recommendations regarding the intellectual property rights of faculty members; to recommend rights/privileges and emeritus/emerita status for retiring faculty.

Grievance P&P bill development was initiated last year but we need to work with Human resources and other affiliated offices to review differences and overlaps between academic grievance policy and procedures, and business grievance policy and procedures. Make sure the grievance committee is looped-in in order to get their experience regarding the process.

Spring 2020 - Review department chair merit, and tenure and promotion criteria to better align with chair workload.

### **Activities**

The committee participated in program prioritization review for the University in Fall 2020.

The committee drafted and presented Emeritus Bill 21-A-1 in Faculty Senate.

The committee collected suggestions from Chairs Forum regarding Department Chair merit, tenure, and promotion criteria. The committee reviewed the suggestions and drafted changes to the handbook to incorporate suggested changes. The draft was presented the Chairs Forum. More edits are needed.

### **Future Work**

Continue work on the draft of changes to the handbook language regarding Department Chair merit, tenure, and promotion. Continue to work with and receive feedback from Chairs Forum and Deans regarding changes.

Continue work on Grievance P&P bill, as noted above, working with the Grievance Committee.