

REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE
University Faculty Senate Meeting
May 2019

1. Acquiescence to Proposed Revisions. The Committee recommends acquiescence to the revisions proposed for the following OPs.

OP 10.11 Ethics Policy. While the proposed revisions are described as "major," many actually are not. They are revisions to state statute citations, simplification of grammar, and reordering of existing provisions.

Section 6.a. defines bribery in a broader manner than the current OP. It would prevent an employee from offering, conferring, and agreeing to confer on another, or solicit, accept, or agree to accept from another a benefit in exchange for a decision, vote, etc. or any benefit for violating a duty imposed by law.

OP 70.14 Compensation Policy. The proposed changes are characterized as major. In section 3.a., for example, Presidential approval is generally required for adjustments to compensation in excess of 10%. One proposed change would clarify that Presidential approval would not be required for payments for teaching course overloads, interim duties, and faculty summer appointments. Another proposed change, in section 8, clarifies that these types of compensation do not affect an employee's base salary.

OP 70.22 Employee Deaths. These proposals relate to changes in titles of University employees and minor changes in procedures for processing final paychecks.

OP 70.33 Employee Assistance Program. The proposed revisions define an employee's immediate family to include spouses and children who are under 18 years of age (or still attending high school) for EAP benefits. There are additional proposed changes, but none of concern.

OP 74.04: Intellectual Property Rights. The revisions to this OP have been under consideration for some time. This Committee spent a good deal of time in the fall of 2017 suggesting changes to the proposed revisions. The Senate approved the Committee's proposal in January 2018. This OP is back now after further consideration, and one of the provisions that the Senate approved in section 10 (now collapsed into section 9) has been dropped. The Senate had approved the Committee's recommendation concerning faculty members who want to serve as employees, officers, or members of the board of directors of entities that has intellectual property agreements with the University.

While the support of faculty members in this fashion is desirable, the Committee recommends acquiescence in the proposed amendments so that this OP can be adopted and address the other weaknesses in the current OP.

2. Report on OPs Considered This Year. The Senate acted on or acquiesced to the proposed revisions to the following OPs. They have been approved and posted, unless indicated otherwise.

OP 10.16 President's Excellence in Academic Advising Awards

OP 32.01 Promotion and Tenure Standards and Procedures

OP 32.03 Academic Deans, Associate or Assistant Deans, and Department Chairpersons

OP 32.06 Faculty Responsibility

OP 32.08 Faculty Salary Increases

OP 32.19 Non-native English Speaking Faculty and Teaching Assistants

OP 32.23 Concurrent Teaching Employment

OP 32.28 Faculty Applicants Not Holding Doctoral Degrees in Departments/Areas Requiring the Doctorate

OP 32.36 Certification of Faculty Qualifications

OP 70.05 Eligibility for Insurance and Other Benefits

OP 70.06 Employee Working Hours - routed back to Human Relation and Equal Opportunity to consider the changes approved by the Senate. President Barenberg and Senator Cochran will attend a meeting on May 7 with the Provost and others to discuss these changes.

OP 70.10 Non-faculty Employee Complaint Procedures

OP 70.12 Performance Management

OP 70.15 Multiple and Other Employment

OP 70.16 Compensation in Excess of Base Salary

OP 70.23 Reduction in Force Policy

OP 70.24 Communicable and Transmittable Disease Control in the Employee Workforce

OP 70.26 Length of Service Awards

OP 70.30 Distinguished Staff Awards for Non-faculty Employees

OP 70.31 Employee Conduct, Discipline, and Termination - routed back to Human Relation and Equal Opportunity to consider the changes approved by the Senate. President Barenberg and Senator Cochran will attend a meeting on May 7 with the Provost and others to discuss these changes.

OP 70.34 Service Excellence Leave Award

OP 70.41 Employee Training and Development

OP 70.42 Holidays

OP 70.43 Leave Without Pay

OP 70.44 Sick Leave and Sick Leave Pool

OP 70.46 Break Time for Nursing Mothers

OP 72.10 Payments for Employee Moving Expenses

OP 74.17 Disclosure of Significant Business or Financial Interests that may Represent Conflicts of Interest