

**REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE**  
**University Faculty Senate Meeting**  
**November 2018**

**1. Status Report on OP 70.06: Employee Working Hours.** President Barenberg and Senator Cochran met with Provost Galyean, Senior Vice Provost Stewart, Vice Chancellor Eric Bentley, and Associate Vice Chancellor Charlotte Bingham to discuss the Committee's concerns about some of the proposed revisions.

One proposed revision was worded very broadly, "Exempt employees may be required to work more than 40 hours per week." Because faculty members are typically "exempt employees," the Committee was concerned that it could be used to mandate a faculty member's work schedule. Associate Vice Chancellor Bingham explained that the purpose of the proposed revision was to clarify that exempt employees cannot claim overtime pay. The group agreed that the revision should be phrased in those terms instead.

The other proposed revision defined a university employee in very broad terms, "Any person paid with university funds. This includes members of the faculty at all ranks and holding any appointment." Associate Vice Chancellor Bingham suggested some alternate definitions, including one from an HSC OP—"Employee—refers to a person hired by the University in accordance with federal and state regulations and the University's employment policies." This should address the Committee's concerns.

The Committee will consider the new proposals when it receives them and report back to the Senate at a future meeting.

**2. Status Report on OP 32.03 Academic Deans, Associate or Assistant Deans, and Department Chairpersons.** The Senate approved proposed revisions at the November meeting that provided for advisory votes on department chairs taken by secret ballot and for a mechanism to count the votes. The Provost has suggested some additions, and the Committee will consider those and report back to the Senate.

Any member of the Senate who wants further information on either of these matters should contact the Committee Chair, Senator Wes Cochran.