

AAAC Meeting Minutes for February 11, 2020

AAAC members present: Michael Hess, Michael Mendez (graduate student representative), Rebekah Modrak, William Schultz (by phone), Priti Shah (by phone), Kentaro Toyama (chair).

Absent: Ketra Armstrong, Elena Gallo (SACUA liaison), Enrico Landi, Chris Liu, Lola Eniola-Adefeso, Elissa Patterson, Kanakadurga Singer, Chitra Subramanian, Hsiao Hsin Sung Hsieh, Sergio Villalobos Ruminott, Adam Zhu (CSG undergraduate representative).

Provost Martin Philbert was on administrative leave, and the committee met on its own from 8:30-10am.

Prof. Toyama gave an overview of the discussions on the 5.09/5.10 Working Group, which is a nine-member faculty committee charged by the provosts to recommend changes to the corresponding university bylaws having to do with dismissal or demotion of teaching staff.

- Based on feedback from townhall meetings, the Working Group was walking back its recommendation for a parallel pay-suspension process that would have allowed for the suspension of pay of an affected faculty member before the conclusion of the main hearing.
- The Working Group was likely to recommend a process with time limits for each part of the hearing process, so that the 5.09 process would be completed in about ~120 days without an appeal, or ~150 days with an appeal.
- A new question still being discussed was whether there should be any severance pay for faculty terminated through the 5.09 process. The current 5.10 bylaw provides severance pay for up to one year following termination except in cases of felonies, misdemeanors involving students or the university, or intentional avoidance of academic duties.

AAAC members suggested that the Working Group seek an audience with the Regents to present their recommendations.

The committee reviewed what was known of the recent events about faculty writing recommendation letters for students and agreed that this topic should be an agenda item for a future meeting with the provost.

Finally, there was a discussion about problems with grievance processes at the university. A committee member related a story in which after a formal grievance process arrived at conclusions in their favor, neither the unit nor the central administration did anything to further the case.