



Academic Affairs Advisory Committee (AAAC) Minutes
October 24, 12:45 – 2:15pm (Provost attending 1-2 pm)
Ruthven Conference Room 2180 and via Zoom (hybrid)

Minutes of Meeting: 10/24/2024

Circulated: 11/1/2024

Approved: 11/7/2024

Present: Aubree Gordon (Chair), Christine Gerdes (Special Counsel to the Provost), Albert Liu, Emmanuelle Marquis, Ann Marshall (FSO), Sascha Matish (guest, Academic HR), Luke McCarthy (FSO), Heather O'Malley (SACUA liaison), Laurie McCauley (Provost), Frank Pelosi, Mireille Roddier, Jordan Siegel, Kentaro Toyama, Arthur Verhoogt, Jon Wargo

Absent: Colleen Conway, Robert Deegan, Rahul Mannan

1. In preparation for the arrival of the Provost, the minutes from 9/12/2024 and 4/17/2024 were approved and members briefly discussed AAAC agenda items.
2. Welcome from Chair Aubree Gordon and introductions
3. Updates on SPG reviews and revisions related to disability and illnesses (Christine Gerdes)
 - Last year, a AAAC subgroup, with AHR, UHR and Office of General Counsel representatives, worked on revising four SPGs ([201.15-01](#), [201.11-1](#), [201.12](#), [201.15](#)). In-progress revisions include addressing ableist language, adding inclusive pronouns, clarifying privacy regarding sick leave information and clarifying that Work Connections doesn't make sick leave decisions ([201.11-1](#)), harmonizing and potentially combining the fitness for duty and temporary removal of faculty for lack of fitness for duty policies ([201.15](#) and [201.15-01](#)), and incorporating best practices regarding ADA policies.
 - **Action Item:** AAAC will revisit this project in January 2025 after HR finishes drafting SPG revised language by the end of 2024.
 - The process and status of creating academic disability studies programs was discussed.
4. Misalignment of faculty 9-month contracts and the start of the fall term, with guest Sascha Matish, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic HR
 - Prior to the meeting, Chair Aubree Gordon shared background information: The challenge is that some faculty may experience an extension of their service period beyond the 9-month timeframe, with potential workload, compensation, equity, contractual, and administrative issues. The recommendation is that the latest start date for faculty 9-month contracts be August 25th.
 - There was discussion on how to transition to the August 25th date, how to accommodate variations across units, how to meet federal grant policies, and how to be in alignment with the work of the Office of Research and Sponsored Programs (ORSP).
5. Institutional Neutrality
 - The recent adoption of [Regents' Bylaw 14.08](#) was discussed, including the possible creation of a FAQ, questions of enforcing the policy, possible confusion about who the policy applies to and how to define neutrality and internal governance, concerns about the rapid pace of adopting the policy without an open invitation for input, the possibility that the bylaw has strengthened faculty voices, questions of whether the policy might apply to statements about DEI, and that the policy does not cover institutes or their directors.



6. Additional Committee Discussion

- After the Provost left the meeting, there was brief committee discussion related to AAAC next steps.

Meeting adjourned.

Respectfully submitted,
Ann Marshall, Faculty Governance Coordinator (FSO)