

The Faculty and Professional Affairs Investigative Subcommittee collected departmental and individual responses to the Draft on Personnel Policies and passed them along to the Faculty and Professional Affairs Committee for a review and recommendation.

After reviewing these documents, the Faculty and Professional Affairs Committee offers the following recommendations:

- Further substantial investigation is required before any action can be recommended.
- Each constituent group affected should be investigated separately and a subcommittee should be formed for each investigative group.
- These subcommittees membership are suggested to consist of the following members:
Tenure-track Faculty: Department Chairs or designees, Liaison to the Administration, UUP VP for Academics or designee, Faculty representative of FPAC, Tenured Faculty representatives, Tenure-track Faculty representatives.
Librarians: Library Faculty Committee Chair or designee, Liaison to the Administration, UUP VP for Academics or designee, Librarian representative of FPAC, Tenured Librarian representatives, Tenure-track Librarian representatives.
Professionals: Professional representative from each Division, Liaison to the Administration, UUP VP for Professionals or designee, Professional representative of FPAC.
- The information recently gathered as well as the reports of the previous taskforce should be used in conjunction with the existing Draft as a starting point for discussions regarding crafting a Personnel Policy.
- A realistic timeline should be established for the crafting of a Policy of this magnitude. Implementation should not be expected before the start of the 2010-2011 Academic Year or quite possibly 2011-2012.
- The needs and voices of Adjunct Faculty are completely ignored in the existing Draft. It is recommended that an additional Adjunct Investigative Subcommittee be formed to address this deficiency. This subcommittee should consist of an Adjunct representative, Liaison to the Administration, UUP Part-time Concerns Officer or designee, Part-time representative of FPAC.
- The sections of the Draft that fall under the purview of UUP should be identified prior to any investigation by the subcommittees.

Respectfully submitted,

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Chair, Faculty and Professional Affairs Committee