

Faculty and Professional Affairs Committee

May 19, 2016

Meeting Minutes

Members Present:	Heather McKeever	Daniela Peterka-Benton
	Christopher Taverna	Kevin Hahn
	Kevin Michki	Derrik Decker
	Meral Arnavut	Teodora Cox
	Anne Fearman	

Meeting called to order at 11:35am by FPAC Chairperson Heather McKeever.

I. Action:

- *Approval of Meeting Minutes from March 16, 2016.*
- *Approval of Meeting Minutes from April 27, 2016.*
 - Tabled – we can vote to approve these minutes, as well as the minutes from our May 19 meeting, electronically. This vote should happen during the week of Monday, May 30.

II. Old Business:

- The Department Chair Selection process was recently discussed at a University Senate Executive Committee meeting; it will be an agenda item in Fall 2016.
 - Meral clarified that, although FPAC was once acknowledged for their work with the Department Chair Selection process, it seems that this project has now been delegated to a different committee. FPAC is no longer involved. The new draft of the policy incorporates little to nothing of FPAC's proposal, however.
 - Dani wondered aloud: Where is the impetus for this change coming from?
 - Tedi mentioned that a secretive meeting was scheduled, where the FPAC proposal was discussed and then summarily dismissed by those in attendance.
 - Heather reiterated that, according to our charge, we are welcome to ask for meetings with administrators. We could, for instance, request a meeting with Provost Brown to show her the Departmental Chair Selection proposal that FPAC developed.
- Christopher confided to the group about his own reassignment from the Professional Development Center to Information Technology Services.
 - A meeting between Christopher, Mike Daley, and a UUP representative was scheduled, but then canceled because Mike invited the CIO to attend, as well. (The CIO is Christopher's new division leader.) Christopher and UUP contended that including the CIO would be inappropriate.
 - This is an example of how FPAC can help. We can advocate for faculty and staff who have been mistreated.
 - Christopher accepts that he was reassigned, but he felt appalled by the process – by the way in which he was informed and the impersonal, non-Fredonia way in which it happened. He wants to try to fix the process for any future professional staff or faculty reassignments, and the other FPAC members present at the meeting agree and will provide as much support as needed.
 - Dani suggested that we try to schedule regular meetings with Dr. Horvath, so that FPAC and the people who we represented can be heard – *really* heard.

III. CONFAC Update:

- Despite a University Senate meeting fraught with technological difficulties, members of the University Senate approved CONFAC as its own standing committee. (Congratulations, Anne and CONFAC!) The campus community then ratified this recommendation, too, though no announcement was sent to faculty and staff.
- What happens after this ratification, though? Is CONFAC official as a standing committee now?

IV. FPAC Web Site:

- What to include: picture of FPAC group, individual pictures, contact information, our charge, results and updates, reports, finalized and proposed documents, histories of issues (e.g., parking), resolved issues.
- It can be a place for quick solutions, too (e.g., a number to call for a ride to remote vehicles in parking lots).
- Web sites for all standing committees are accessible from the University Senate web page.
- CONFAC web site is also linked to Human Resources; it is important for contingent faculty to know that CONFAC can advocate for them, in the event that Human Resources is unhelpful.
- Link to information designed specifically for new faculty and staff would be helpful.

V. Other Business:

- Could we update the FPAC Google Group/listserv? Heather volunteered to investigate.
- Dani expressed that our next step, in addition to marketing FPAC and its mission better, should be to define a system for us to follow through with the issues that faculty and staff members present.
- Could we consistently communicate with the faculty and staff who we represent – like a monthly newsletter? A mail merge could make these messages more personal.
- Perhaps FPAC could be discussed at New Faculty/Staff Orientation in August. We could also think about designing a flyer or pamphlet for Human Resources employee folders.
- Is faculty workload a UUP concern or an FPAC concern? Before, we would have agreed that UUP could help us address this concern, but, given that UUP has not fully been in a position to advocate for Christopher as he negotiates his relocation, we are now unsure.

Meeting adjourned at 12:47pm. Thanks for a great year, everyone!

Respectfully submitted,
Kevin Hahn