

1-28-2013

## Faculty Affairs Committee Minutes of the Academic Senate 2013-01-28

University of Dayton. Faculty Affairs Committee

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Faculty Affairs Committee of the Academic Senate  
Approved Meeting Minutes  
1.28.13

In attendance: Linda Hartley (co-chair), Monish Chatterjee, Emily Hicks (co-chair), Corrine Daprano, Ralph Frasca, Art Jipson, Pat Donnelly, Carissa Krane, Kevin Kelly, Caroline Merithew

Absent: Sheila Hughes, Donald Shimmin, Kathy Webb, Harry Gerla, Paul McGreal

- I. Approval of 1.14.13 Meeting Minutes
- II. Outside Employment Revision Proposal (Latest Version 12-10-, 1-22-13 in Porches January Folder)

The entire meeting was dedicated to discussion of various aspects of this document including those brought up via email by FAC member, Harry Gerla and concerns raised by Terrence Lau. (Some of these points were left for further discussion at the next meeting).

Chair reminded committee that we need closure on this document so that it can be brought to ECAS and Senate.

Discussion started with points regarding the meaning of “professional” and the request that an insertion of the term be put in entire policy so that faculty would be free to engage in compensated activities at their will (that do not interfere in either commitment to or conflict with interests of UD).

There was unwillingness to engage in this point because it was asserted that significant activities (whether professional or not) might be engaged in and that those could, in fact, serve to undermine faculty’s work obligations to the university. Moreover, it was reiterated that there needed to be a type of equivalency test used for this policy which would bring it in line with the staff policy recently adopted.

In response, it was suggested that the staff policy might actually work for faculty (even though the rejection of this document was part of the impetus to work on a separate policy for faculty). Time was taken to read over the staff policy.

A straw vote was taken regarding whether staff policy should be adopted for faculty – the option was unanimously rejected.

In addition to the discussion surrounding professional activity, there was also much debate about whether (and what) non compensated work had to be reported. This subject had been addressed last semester and, at that time -- it was recalled -- that a distinction had been made between disclosure and permission. Regardless, it was pointed out that the intent of the revised policy is to prevent faculty from failing to meet his/her obligations to the university.

Another sticking point for months in the committee has been the use of a specific allotment of time – 8 hours – beyond which a faculty is required to report/disclose/seek permission for outside employment or additional services. As part of this discussion, the committee took time to read the HR form on the website. And, then, the three categories of reporting on the form -- Outside Employment, Additional Services without additional compensation, Additional Services with additional compensation – were discussed in full, including the fact that faculty would/and should use the same form as staff.

\*\*It was agreed that the definition of Additional Services needed more clarification in the faculty document specifically that the terminology referred only to work done within the University of Dayton

Going through the document, point by point, was begun. Chair requested that a subcommittee of 2-3 work together (and with full committee via email) to settle language in it.

Meeting adjourned at 4:30

Submitted by C. Merithew