Committee on Academic Policies and Issues

October 3, 2011
2:30 - 4:00pm
Minutes

Members Attending: Acord, Aquilu de Murphy, Class, Courtright, Henk, Marana, Meissner, Shultz

Guests: Suzanne Abler, Doug Smith

The meeting was called to order at 2:30 by Jim Courtright, acting chairperson.

Recorder: Lea Acord

Discussion of Proposed Tenure Buyout Policy:

The Committee discussed the two options for faculty to surrender their tenured positions upon retirement that was introduced to the UAS in September. The proposal offers two options to faculty – (1) Full retirement and (2) Phased retirement. CAPI believes it is the responsibility of this committee to assure that the new policy is clear and invited Suzanne Abler and Doug Smith to the meeting to answer questions.

Phased Retirement

1. How does this policy fit with faculty members who wish to apply for emeritus status? Applications for emeritus status should be made in the same academic year in which the application for Phased Retirement Benefits is made. If granted, emeritus status will become effective upon the faculty member’s retirement from the Part-Time Faculty.

2. If a faculty member becomes ill or disabled during the phased retirement, what happens to the agreement? Part-time faculty are entitled to the same leave and short-term disability benefits as other employees. Part-time faculty members are not eligible for long-term disability benefits, and such benefits do not pay lost wages after age 65 in any event. If the Dean determines that a part-time faculty member is unable to perform the duties and responsibilities set forth in the letter of appointment, the appointment will not be renewed for the following year, and the faculty member will be considered retired. No additional benefits will thereafter be paid under the Policy.
3. **What constitutes a 50% reduction in load?** The circumstances of each College and faculty member are different. It is the responsibility of the Dean of each College to determine whether or not a particular work load meets this requirement. The Benefits for Surrender of Tenure Policy provides for review by the Provost of each proposed letter of appointment to assure that faculty are being treated fairly and appropriately across the University and those minimum requirements for eligibility to participate as Part-Time Faculty are being met.

4. **Is it possible to have a 9 credit load in one semester and 3 in another?** No

5. **Is it possible for a faculty member to go to another university during part of this phased option?** The faculty may apply for an unpaid academic leave of absence and MU would contract with the other university.

6. **Can the three year appointment end earlier?** The contract states that the three year phased appointment is subject to satisfactory performance, so it is possible but only if the faculty member is not performing satisfactorily. The faculty member can choose to end the appointment before the three years are up but loses his/her right to any further compensation from MU.

7. **With regard to the $14,400 to cover health care benefits, is this a yearly amount or $14,400 over the three year period?** The $14,400 is a supplement to pay to offset the loss of eligibility for certain benefits that are partially paid by the University. The $14,400 will be paid on a pro rata basis to faculty participating in Phased Retirement Benefits irrespective of any benefits elections, including health insurance benefits elections, that a faculty member may choose to make, or change, during the course of the three-year part-time appointment.

8. **Would the faculty member be eligible to continue to work part time after the three year period?** Yes, if the dean requests the faculty member to continue to work part time, (s)he may accept the appointment but the salary would be consistent with others in the department/college who work part time and the $14,400 stipend would no longer be part of the contract.

**Full Retirement**

1. **On one of the documents distributed, the table that shows the benefits offered according to the age of the faculty member needs clarification.** The table should state that at age 71, the faculty member would receive 40% of salary. The table will be changed to reflect this oversight.

2. **What determines the end of the contract period for faculty choosing full retirement?** For faculty on nine month contracts, the end is the end date in May as
determined by the academic calendar; for faculty on twelve month contracts, the end date is June 30.

**Election of CAPI chairperson:**
By unanimous consent, Jim Courtright was elected CAPI chairperson.

**Residual issues on confidentiality as presented to UAS on April 18, 2011.**
CAPI is waiting to hear from the UAS Executive Committee regarding the charge to CAPI regarding the development of a statement or proposed policy on confidentiality. L. Acord who is a member of the Executive Committee will facilitate this action at the next EC meeting.

**Academic issues or concerns to be recommended to the Executive Committee of UAS:**
Chairperson Courtright asked the group to determine if there are other issues they believe should be addressed by the UAS and recommended to the Executive Committee for consideration. Members will seek input from various constituents and report at the next meeting.

**Academic policies and issues to originate in CAPI for consideration at future meetings:**
Members were asked to think about issues that CAPI might tackle this year as part of our work. For example, the issue of awarding transfer credit at MU appears to be related to the determination by individual colleges. Is there a need to look at a more uniform standard? CAPI will discuss this and other issues at the next meeting.

**Future Meetings:**
The group agreed to meet the first Monday of every month - the time to be determined. The next meeting will be held November 7. Chairperson Courtright will set the time based on availability of the majority of members.

The meeting adjourned at 4pm.

Respectfully Submitted:

Lea Acord, Recorder