

IRC Faculty Meeting Notes
March 9, 2021

In attendance: Laura Austin Eurich, Michelle Brown, Larry Eames, Nichole Huber, Cheryl Hawkinson, Mike Larkin, Chris Malec, Daniel Olson, Margaret Scott; Absent: Scott Van Ness

- I. Welcome new library representative Larry Eames
- II. Women's Committee: Measures to Address and Mitigate the Impacts of COVID-19 on Women Faculty in relation to RPT and Merit Reviews
 - a. The committee voted to support the measures addressed by the women's committee, discussion addressed that this meets the needs now but doesn't fully consider the future, lingering impacts
- III. Update on promotion/MYC contract policy
 - a. Promotion: Supported by Provost, passed on to EPUS and Personnel and Benefits; Provost sharing with Deans
 - b. MYC policy will be addressed next; committee members can contribute comments on how to revise the policy and the ad hoc Promotions and Contracts committee will continue the work.
 - c. Will follow up with Provost for a timeline and ask for communication to Deans and Departments to adjust expectations.
- IV. Rights and Responsibilities revision
 - a. Dan will bring this to the next meeting; with an updated policy on promotions and contracts, some of the existing document might be obsolete
- V. Misc.
 - a. Provost search – encouraging participation from all IRC faculty in the faculty forums with candidates
 - b. Equal Pay Act and its implications – HR shared insight with LAS IRC faculty what the new act means. Promotions must be published internally and applied for by faculty members who are eligible for promotion.
 - c. Fall teaching modalities
 - i. Discussed the concerns about the fall move to more in-person: so little is know about the necessary distancing or masking; one member expressed that the relaxed standards are more cause for concern and has reconsidered teaching in person for fall because of this; would like to be able to know how many IRC faculty will teach in-person in the fall and if they felt they had an option for their teaching modalities
 - d. Teaching and Learning Conference.- reaching out to the committee/directors of the conference to ensure opportunities for IRC faculty involvement and relevant topics for instructors/senior instructors
 - e. Service expectations – in other discussions, the concerns about unclear expectations were raised, these can be addressed at a future meeting