

University Review Committee
Minutes: October 27, 2025
15:00 HOV 401D

Members present: Yun-Ching Chung, Craig Gatto (ex officio), Jennifer Howell, Jamie Mahurin Smith, Jennifer Sharkey,
(Vacancies: three; Absent: Amanda Cullen, Abdelmounaam Rezgui, Lily Thompson)

Meeting called to order by Chung at 15:02

The first agenda item was to approve the minutes from October 10. Howell and Mahurin Smith made friendly amendments as both were listed as absent and present. Howell was present and Mahurin Smith was absent. Sharkey moved to approve, Mahurin Smith seconded, and the motion was unanimously approved.

The second agenda item was to continue our review of university policies related to faculty working conditions to determine their consistency with the Collective Bargaining Agreement (CBA).

The following are the URC's notes per policy reviewed:

1. 3.2.8 Sabbatical Leave: The date for Colleges to forward their sabbatical requests to the Provost is October 15, which had been previously added to page 5 of the policy. Mahurin Smith asked if sabbatical was contingent on being tenured. Gatto replied that, in theory, it was not. However, in practice, a non-tenured faculty would normally not be granted a sabbatical leave. No new changes to Policy 3.2.8 were discussed.
2. 3.3.5 Distinguished Professors; under "Responsibilities and Rights of a Distinguished Professor," #2 was changed from "\$5000 added to base salary" to "\$8000" in compliance with the CBA.
Mahurin Smith moved to approve the change, Sharkey seconded, and the motion was unanimously approved.
3. 3.3.7 Secondary/Outside Employment: Gatto commented that outside employment was not mentioned in the CBA, but that disciplinary action was. In light of this, the URC suggested changing "Violation of this policy may result in disciplinary action, which may include termination of employment" (under "Approval Process" on page 2) to "Violation of this policy may result in disciplinary action, which may include dismissal according to Article 26 of the CBA."
Mahurin Smith motioned to approve, Sharkey seconded, and the motion was unanimously approved.
4. 3.3.8 Faculty Academic Freedom, Ethics, and Grievance: The URC added four comments, one of which was the recommendation to delete #6 under "Complaints and Grievances." Grievances regarding policy and practice (but not academic freedom) must go through the procedure outlined in the CBA. The remaining discussion focused on the nature of grievances under the union contract as complaints regarding the violation of the Code of Ethics should be handled by the union in accordance with the CBA. Violations of academic freedom must go through the AFEGC. However, faculty can still any grieve disciplinary action in accordance with the CBA.

Sharkey moved to approve the comments and recommendations, Mahurin Smith seconded, and the motion was unanimously approved.

5. 1.8 Integrity in Research, Scholarly, and Creative Activities: Discussion centered on the fact that most of this policy would have to be rewritten. It is currently under a five-year review by the Rules Sub-Committee of the Academic Senate. Since it was another committee's working document, the URC only added comments.

The final agenda item was to determine possible meeting times for the URC in Spring 2026. In general, members of the committee were available to meet on Mondays and Fridays at 14:00.

Mahurin Smith motioned to adjourn the meeting, Sharkey seconded, and the URC unanimously approved.

Adjourned 16:13