

University Review Committee

Minutes: October 10, 2025

11:00 a.m. HOV 102

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

Meeting called to order by Gatto at 11:00 a.m.

The first agenda item was to approve the minutes from September 12 and 22, 2025. Sharkey moved to approve, Rezgui 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 our notes per policy reviewed

- 3.2.4 Salary Adjustments; discussion focused on modifying the section on salary adjustments. The URC suggested that, instead of stating “Adjustments shall be approved by the President” in paragraphs 1 and 2, the language be revised as follows: *“Adjustments will be made according to the respective collective bargaining agreements. In cases where employees are not covered by a bargaining agreement, adjustments shall be approved by the President.”*  
For paragraph 3, URC members suggested clarifying that these refer to changes made outside the annual adjustment periods, and such changes must still be consistent with the applicable collective bargaining agreements.  
Thompson motioned to approve amendments, Rezgui seconded, and URC unanimously approved.
- 3.2.8 Sabbatical Leave; discussion focused on modifying percentages referring to max of 50% to 66.7% for a full academic year sabbatical. URC also suggested including the due date of October 15 in this document, specifically, “The Dean will submit their recommendations to the Provost in priority order no later than October 15.”  
Cullen motioned to approve amendments, Sharkey seconded, and URC unanimously approved.
- 3.2.11 Employment in Excess of Full Time appointment; URC added multiple comments and added the phrase “according to the collective bargaining agreement.” Howell joined the meeting during this discussion.

Cullen motioned to approve the amendments, Sharkey seconded, and the motion passed with four in favor and one abstention.

Sharkey motioned to adjourn the meeting; the motion was seconded Rezgui, and URC unanimously approved.

Adjourned 12:27