

**Affiliate/Visiting Faculty Council Meeting**

**Bylaws**

**November 17th, 2023 10-11 am**

**Agenda and Minutes**

Join Zoom Meeting

<https://gvsu-edu.zoom.us/j/9405471283?pwd=UWVKSnNORS9DL204UEkyQWJvMXdiUT09>

<b>Items</b>	<b>Discussion/Action</b>
<b>Members present:</b> John Lipford, Sheryl Vlietstra, Dori Helder, Jen Vanderground <b>Absent:</b> Megan Freudigmann	
<b>Approval of Agenda- Approved</b>	
<b>Update on AFAC (John Lipford)</b>	<p>From last spring (The following are notes from last spring as reminders) Will be forwarding recommendations to ECS for future consideration regarding:</p> <ul style="list-style-type: none"><li>-Retirement benefits for Affiliate Faculty</li><li>-Transparency on how salary is determined</li><li>-Workload equity</li><li>-Funding support for Affiliate Faculty</li><li>-Service components- clarify what is required for meetings, voting rights, etc.</li><li>-Affiliate faculty who have terminal degree-continued discussion</li></ul> <p>September Meeting: (1) stipend increases are effective for next year promotions (summer 2024). My understanding is Provost will consider adjusting for compression to keep other senior affiliates competitive with market</p>

value. This is all consistent with what Dean Stansbie said

(2) we will likely be getting 1 voting affiliate on ECS and likely 2 voting affiliates on UAS. They are looking at reorganization right now and doing this in conjunction with that. AFAC will choose these reps (chair of AFAC and we will vote on other)

(3) I'll be heading up a workgroup that will be looking at possible path for conversion of affiliates to TT roles. We need to do benchmarking at other institutions in Michigan.

October:

1) Other senior affiliates throughout the university are frustrated by not adjusting to those who are already approved before the increase came through.

2) We now have two seats/votes on UAS.

3) John is heading up the work group about equity concerns in the hiring process. How many searches have they actually hired the affiliate versus an outside hire? Looking into other university practices to see this works at other institutions.

**November update:**

**\*AFAC action steps since last meeting:  
ECS and UAS- Board of Trustees met and approved re-organization of both these committees**

	<ul style="list-style-type: none"> <li>● Working on policy language</li> <li>● Two voting members on these committees</li> <li>● Working on modifying ECS bylaws as AFAC will become a part of ECS</li> </ul> <p><b>*Conversion rates on senior affiliate faculty rates to regular faculty positions- approved to reach out to Bonnie B. and requested data collection on these rates. A follow up will come to us sometime in January.</b></p> <p><b>Sub-committee on advising- Recommending that CLAS and CECI will not need to write a final letter/worksheet of advising. Vote on this in January within departments.</b></p>
<p><b>Update on Senior Affiliate Status- Paul S</b></p>	<p>November update: N/A</p> <p>The following are notes from last spring as reminders)</p> <p>Minor change to Affiliate review policy- April 1st is the new deadline for the review.</p> <p><b>Update on Senior Affiliate Faculty stipend increase-</b> proposal approved by ECS and UAS and forwarded to the provost's office. Wait on the decision from the provost. If an increase is approved, compression adjustments for those who have already obtained senior affiliate status will be considered.</p>

	<p>AFAC has sent a proposal to ECS and UAS to extend up to a 6 year renewal for senior affiliate faculty. This should be considered at upcoming meetings this semester.</p> <p>September Meeting:</p> <p>Compression: Katie Humprey manages this area. Each year the Dean's office looks at departments and across the college to look at pay.CUPA data-benchmarking system for pay across the country in comparable markets. The Dean's office makes a recommendation and final approval comes from the provost office, with support from HR.Will add more information as Katie provides her response.</p> <p>New: (Katie will be joining our October meeting)</p> <p>November:</p>
<p><b>Clarity around Compression Adjustments with Katie Humprey</b></p>	<p>October: Katie: (she will email minutes we can add here) <a href="#">Katie's notes</a></p> <ul style="list-style-type: none"> <li>-Promotional increase rather than stipend language</li> <li>-It is systematic and all personnel files are reviewed for increases and compressions</li> </ul>
<p><b>Update on charges from Faculty Governance</b></p>	<p>October:</p> <ul style="list-style-type: none"> <li>-They have requested we share a short monthly update to be put in the CECI newsletter</li> <li>-Towards the end of the Winter semester discuss and report:what support we need from the university and <ul style="list-style-type: none"> <li>a. Work accomplished</li> <li>b. Review bylaws</li> <li>c. Workload (what our work is and are we equipped)</li> </ul> </li> <li>-Sheryl will check in with Annukka to see if she has been tasked with looking at affiliates being assigned numerous students to advise.</li> </ul>

	November update:
<b>Update on Advising Students</b>	The TEC sub-committee is recommending we no longer have to complete a mandatory recommendation letter for students entering into their TA semester
<b>All have access to our Bb site- email all Visiting and Affiliate Faculty</b>	Agenda and minutes for the Affiliate/Visiting Committee meetings will be on the CECI site. <a href="http://www.gvsu.edu/ceci">www.gvsu.edu/ceci</a> Link is under FACULTY
<b>Next Date for Affiliate/Visiting Faculty Committee Meeting</b>	December 15th: 10-11 am Dori- question