

Highlighted = mandatory subject of bargaining

4.6. University Committee on Faculty Affairs

4.6.1. The faculty of each college and the non-college faculty shall select one faculty member to represent it on the University Committee on Faculty Affairs (UCFA). UCFA shall have as members at least two non-tenured regular faculty and two full-time fixed-term faculty who are eligible to be voting faculty under 1.1.2.5. Each year the University Committee on Academic Governance shall designate which colleges, or college groupings, shall select non-tenured faculty and full time fixed-term faculty as members of the UCFA. The Provost and the Director of the Office of Planning and Budgets* shall be a member of UCFA with voice, but no vote.

**Secretary's Note: The Senior Associate Provost has functionally served on UCFA since the [2021 elimination](#) of the Director of the Office of Planning and Budgets position.*

4.6.1.1. The UCFA will report to the Faculty Senate. At its discretion, the UCFA may request an opportunity for UCFA representatives to appear before the University Council to seek advice.

4.6.1.2. The UCFA shall make recommendations to the Faculty Senate on issues related to the University budget, and shall report annually to a meeting of the Faculty Senate on academic budget allocations **and adjustments in salary and other forms of economic benefits.**

4.6.2. The chairperson of the UCFA shall be a member of the Steering Committee and thus of the Faculty Senate and the University Council.

4.6.3. The UCFA shall have shared responsibility with the Provost **for the formulation of faculty grievance procedures and on the rights and responsibilities of faculty.**

4.6.4. The UCFA shall advise the Provost **on personnel policies relating to faculty, including appointment, reappointment, promotion, leaves, retirement, and assignment to teaching, research, and administration.**

4.6.5. The UCFA shall consult with or advise the Provost during the formulation of the University's annual budget request to the State of Michigan.

4.6.6. The UCFA **recommendations regarding faculty rights and responsibilities and grievance procedures** must also be approved by the Faculty Senate.

4.6.7. The UCFA shall participate in the **university's Discipline and Dismissal of Tenured Faculty for Cause policy** as stipulated therein.