

**Campus Affairs - Service  
Recommendations to the Faculty Senate**

- Urge Deans and Vice Presidents to develop standards for defining, measuring, and rewarding service to the university. Encourage administrators to send thank you letters to those who serve on task forces and departmental and college committees.  
**President's Response: Disapprove.**
- In Faculty Senate recruitments for committee participation, provide more information about the purpose of each committee, including the charges, if possible, and examples of recent accomplishments of the committees.  
**President's Response: Approve**
- Ensure that letters of acknowledgement for service on Senate Committees are sent directly to the members of committees as well as their department chairs, directors, and deans.  
**President's Response: Disapprove.**
- Identify the leadership assignments that are especially demanding and time-consuming and investigate the implementation of incentives such as stipends and teaching relief.  
**President's Response: Disapprove**
- Provide stories to internal campus communication outlets of exceptional service contributions of faculty.  
**President's Response: Approve**
- Encourage colleges and other major units to create annual awards for service contributions to the unit.  
**President's Response: Disapprove.**

**Campus Affairs – Greying of the Campus  
Recommendations to the Faculty Senate**

- Where possible, allow departments to hire new faculty members when a person begins phase-in retirement. This allows for a period of mentoring and there is no harm done to the department by an empty position.  
**President's Response: Disapprove.**
- Where possible provide post-retirement contracts and encourage retired faculty to continue teaching on a part-time basis.  
**President's Response: Disapprove.**

- Consider using the Senior Professor title which would be non-tenured, but recognize and value the former role.

**President's Response: Disapprove.**

- In terms of planning the University would be wise to implement some provisions in the next round of strategic planning to address concerns raised in this report. Further, colleges and departments should be encouraged to begin addressing relevant issues as well.

**President's Response: Disapprove.**

- Within the guidelines of what is acceptable under provisions of current laws, faculty should be encouraged for the benefit of their departments, colleges and the University as a whole to make their retirement plans known as early in advance as is practicable and reasonable so as to allow for the smoothest transition to what will follow when they retire.

**President's Response: Disapprove.**