

## Dialog Committee Report to A&S Faculty 9/25/09

**None of these questions, submitted 9/15 to Dean Orengo, have been addressed as of this report.**

- 1) When will the candidates for promotion 2009-2010 receive their letters explaining the JA's decisions? Since the work was done prior to our last faculty meeting [Sept.1], why haven't they already received them? Continuing to wait for this information only adds to their anxiety, and [that of] those who may face the same situation this academic year.
- 2) Will the JA tell those requesting promotion in 2010-2011 and/or 2011-2012 to expect to undergo the same procedure?
- 3) Given the UPR's financial picture [if correct], and various rumors about actions to be taken in the near future based on that assessment, can you confirm if the JS or JA-RUM has considered, or is planning to consider or act on [please respond individually for each]:
  - a) reduce or eliminate the obvención
  - b) reduce the Christmas bonus to the minimum required by law
  - c) eliminate the payment of unused sickdays in excess of 90
  - d) reduce the pay period of GTAs/GRAs to the "período lectivo" [for future]
  - e) implement a "waiting list" approach to sabbatical requests similar to that used in dealing with promotions in the 2009-2010 year
  - f) drastically reduce or eliminate release time for research and/or encomiendas especiales such as Agenda Cultural or Graduate Committee Coordination
  - g) eliminate the tuition waiver for family members of professors and other employees
- 4) If your answer to any of the items above is that you do not know [or any variant of that answer], will you commit yourself to making the effort to find out and share with us the information in a timely fashion [before it happens]?
- 5) \*When can the faculty of A&S and its Senate expect a thoughtful, responsible, and non-evasive answer from the JA to its specific requests in December of 2008 regarding the JA's criteria for evaluating promotion and tenure requests? Will we have to repeat our request or can you do that for us?
- 6) \*When can you schedule a A&S faculty meeting for the purpose of having our Academic Senate's representative[s] to the JA come and explain and defend the JA's previous and unacceptable answer to that request?  
\*A document explaining why the JA response is inadequate and unacceptable will soon be available if needed.
- 7) Lastly, for those who do someday receive a letter from the JA informing them that they are on the ranked list of those who were or "would have been recommended for promotion from \_\_\_\_ to \_\_\_\_ as of July 2009" [for example from Assistant Professor to Associate Professor] if it weren't for the fiscal situation, ---has it been clearly established that the already established [Reglamento] waiting periods for becoming eligible for the next promotion begin as of July 2009 and **not** from some future date when the UPR administration finally concedes the promotion with salary increase?  
If this has not been addressed, then please consider this as a motion to the Arts and Sciences faculty to inform the JA, and through them the JS, that the waiting period for becoming eligible for subsequent promotions begins concurrently with being placed on the "recommended" list.