FACULTY WELFARE COMMITTEE
April 1, 2015
MINUTES

Members Present: Anderson, Franklin, Gardiner, Glen, Henry, Jares, Merrill, Temkin.
Member(s) Absent: Bovaid-Abbo, Bownas, Desjardins, Houser, Keaten, Wacker.

Call to Order
The meeting was called to order at 3:30 p.m.

Approval of the agenda/March 11, 2015 minutes
The agenda was approved without objection.
The March 11, 2015 minutes were approved unanimously.

Chair’s Report/Announcements
Timeline: Temkin reviewed the timeline for presentation of Evaluation, Promotion, and Tenure documents to the Faculty Senate (most likely two Senate meetings), and additional information that is required to complete areas regarding graduate faculty status, tenure for administrators (hired from outside of UNC) (Wacker, Deans, Graduate Council). Forms: Additionally, the Committee needs to review the current forms on the Academic Affairs site that outline Annual Evaluation and Comprehensive Review (documents were distributed to the Committee today). Additional Meetings: Temkin would like to recommend an additional Senate meeting on either Monday, April 13th or Monday April 27th to accommodate Senate agenda items (will present to Senate on April 6th). Temkin would also like to have an additional Faculty Welfare meeting on April 8th.

Unfinished Business
Evaluation, Promotion, and Tenure
The Committee discussed the updated amendment proposals to Section 2-3-801 and 2-3-901.

- RE: Multi-disciplinary schools
  
  \textit{MOTION}: 2-3-801, Section: “Responsibilities of Participants in the Comprehensive Evaluation Process”, #2: Amend as follows (Jares): “Program areas faculty and Chair/Director/Coordinator. The substantive evaluation of faculty performance in the areas of instruction, professional activity, and service is the responsibility of the faculty and the Department Chair/School Director/Program Coordinator in the Program Area. In the case of multidisciplinary schools, it is the responsibility of the program area faculty and the director, if in the same program area. If the director of a multidisciplinary school is in a different program area, then the evaluation by the director will be on non disciplinary specific areas (if any) only.”

  \textit{SECOND}: Merrill.

  \textit{VOTE}: The motion passed with a hand vote of 8-0, no abstentions.

  Note: The Committee instructed Temkin to revise each area that outlines this responsibility (add School Director/Program Coordinator).

- RE: Contract-Renewable faculty

  \textit{MOTION}: 2-3-801 Section: “Procedures for Comprehensive Review (Excluding Graduate Faculty Status)”, #1: Amend as follows (Franklin): Contract-Renewable faculty may participate in the discussion and share relevant information, but may only participate in the assignment of scores regarding Contract-Renewable faculty dossiers.”

  \textit{SECOND}: Merrill.

  \textit{FRIENDLY AMENDMENT}: dossiers members. Franklin accepted the friendly amendment.

  \textit{VOTE}: The motion passed with a hand vote of 8-0, no abstentions.

- RE: Averaging scores vs. mode, median, mean.

  \textit{MOTION}: 2-3-801, Section “Procedures for Comprehensive Review (Excluding Graduate Faculty Status)”, #2: Amend as follows (Franklin): “The scores of the program area faculty may be determined either by averaging the using mean, median, or mode scores of the participating individual faculty members or by vote of the participating faculty members.”
SECOND: Jares.

VOTE: The motion passed with a hand vote of 8-0, no abstentions.

- RE: Time Guidelines

MOTION: Section 2-3-901(3) (d): Amend as follows (Franklin): “Lecturers are eligible for consideration from promotion to the rank of senior lecturer after completion of seven six years of successful academic performance **in an analogous rank, as long as they have met the minimum requirements necessary for appointment to the rank of senior lecturer** (see 2-3-302 Rank Requirements).”

SECOND: Merrill.

FRIENDLY AMENDMENT: “…performance **in an analogous rank, (or an analogous rank elsewhere, if negotiated), as long as they have met the minimum requirements necessary for appointment to the rank of senior lecturer.**”

VOTE: The motion passed with a hand vote of 8-0, no abstentions.

- RE: Promotion Decisions

MOTION: Section 2-3-901(? Need to renumber)(b) Promotion of Contract-Renewable Faculty: Amend as follows (Henry):

i. Promotion of Instructor to Assistant Professor: Exceeds expectations or higher (level IV or level V) in **one primary area of responsibility**, and at least meets expectations (level III, level IV or level V) in the other areas of responsibility, if any

ii. Promotion from Assistant Professor to Associate Professor: exceeds expectations or higher (level IV or level V) in **one primary area of responsibility**, and at least meets expectations in the other areas of responsibility, if any.

iii. Promotion from Associate Professor to Professor: excellent (level V) in **one primary area of responsibility**, and at least meets expectations (level III, level IV, or level V) in the other areas of responsibility. If any.

iv. Promotion from Lecturer to Senior Lecturer: Exceeds expectations or higher (level IV or level V) in **one primary area of responsibility**, and at least meets expectations (level III, level IV or level V) in the other areas of responsibility, if any.”

SECOND: Merrill.

VOTE: The motion passed with a hand vote of 8-0, no abstentions.

- RE: Eligibility

MOTION: Section 2-3-901(?- need to renumber) Eligibility: Amend as follows (Franklin): “in the area in which they are being hired. **Lecturers may also request up to three years of credit for analogous positions at other institutions toward their promotion to senior lecturer.** When such credit is granted, there must be a written agreement as to which years’ accomplishments will **it must be the most recent year or years’ accomplishments that will** be counted toward promotion/tenure.”

SECOND: Jares.

VOTE: The motion passed with a hand vote of 8-0, no abstentions.

- RE: Collegiality statement (AAUP)

MOTION: Charge Temkin to add a statement (AAUP language) in the preamble referencing collegiality: Jares.

SECOND: Franklin.

VOTE: The motion passed with a hand vote of 8-0, no abstentions.

The updated documents (2-3-801 and 2-3-901) will be distributed before the April 8, 2015 meeting. University Regulations Section 3-3-801 was not discussed today.

**New Business**

**Adjournment:** The meeting adjourned at 5:15 p.m.

Jack Temkin
Chair

Lori Riley
Recording Secretary