FACULTY WELFARE COMMITTEE
April 15, 2015
MINUTES

Members Present: Anderson, Desjardins, Franklin, Gardiner, Houser, Jares, Keaten, Merrill, Temkin, Wacker.
Member(s) Absent with alternate: Bownas (Temkin), Bovaird-Abbo (Desjardins), Glen (Temkin), Henry (Merrill).
Member(s) Absent: None.

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

Approval of the agenda/April 8, 2015 minutes
The agenda was amended to move New Business ahead of Unfinished Business. The amended agenda was approved without objection.
The April 8, 2015 minutes were approved unanimously.

Chair’s Report/Announcements
Timeline: Temkin noted that he will meet with Wacker on April 20\textsuperscript{th} to discuss the Evaluation, Promotion, and Tenure amendment proposals, so the documents will not be presented to the Faculty Senate on April 20\textsuperscript{th}, but possibly on April 27\textsuperscript{th}. The Committee agreed to meet on April 22, 2015 to continue discussion of the documents.
Update-Procedure for Requesting Recusal (Senate Action 1090): Temkin noted that this policy has not been approved by the administration, and is still pending Board Policy Manual placement into Section 2-3-801. Temkin noted that, if necessary, a notation may need to be outlined if/when the additional amendments are presented to the Faculty Senate.

New Business
Call for Nominations/Election: Chair/Vice Chair for 2015-2016
Temkin opened up the floor for nominations for Chair.
  \textit{MOTION}: Gardiner nominated Luger for Chair. Temkin confirmed Luger’s acceptance.
  \textit{SECOND}: Franklin.
  Temkin closed the nominations for Chair.
  \textit{VOTE}: Luger was elected Chair with a hand vote of 11-0, no abstentions.

Temkin opened up the floor for nominations for Vice Chair.
  \textit{MOTION}: Merrill nominated Jares for Vice Chair. Jares accepted the nomination.
  \textit{SECOND}: Franklin.
  Temkin closed the nominations for Vice Chair.
  \textit{VOTE}: Jares was elected Vice Chair with a hand vote of 11-0, no abstentions.

Unfinished Business
Evaluation, Promotion, and Tenure
  \begin{itemize}
    \item RE: 1-1-307 Faculty Evaluation.
      The Committee discussed Section 1-1-307 (Faculty Evaluation) regarding clarification of language in (2)(d) “at all levels of the review process, the evaluatee will be given the opportunity to provide commentary and additional supporting documentation”. Temkin also asked for input on placement of the language in Section 2-3-801.
      \textit{MOTION}: Remove (2)(d) from Section 1-1-307, and to amend/place into Section 2-3-801(3)(b) Process, to become (I): Franklin.
      \textit{SECOND}: Jares.

      \textbf{At each level of review, the evaluatee will be given the opportunity to respond to that review, with the option of providing additional documentation to their dossier.}
      \textit{VOTE}: The motion passed with a hand vote of 11-0, no abstentions.
  \end{itemize}
The Committee will continue additional amendments to 1-1-307 at the April 22, 2015 meeting.

  \begin{itemize}
    \item RE: Promotion/Tenure: Determination of action to be recommended (Purview of the Dean, CAO, and the Tenure Review Committee).
  \end{itemize}
MOTION: If the disagreement among the dean, chair/director/coordinator and the faculty is the scoring, but the decision as to the outcome is not affected, the case should not go to the Tenure Review Committee: Gardiner.
SECOND: Franklin.
DISCUSSION: The Committee discussed the purview of the dean, CAO, and the Tenure Review Committee in determination of the action recommended.
VOTE: The motion passed with a hand vote of 9-2, no abstentions.
MOTION: If there is a disagreement between the faculty and the chair/dean, the Tenure Review Committee will review the procedural process, then recommend determination of the action to the CAO for the final decision: Jares.
SECOND: No second was received.
DISCUSSION: The Committee discussed interpretation variations of criteria, and whether or not the reasons for the decision should be outlined. The Committee will continue discussion at the April 22, 2015 meeting.

- RE: Forms.
  The Committee agreed that the forms need to be updated, to align with policy, and when the Evaluation, Promotion, and Tenure policy amendments are finalized, the forms will be updated accordingly.

Adjournment: The meeting adjourned at 5:00 p.m.

Jack Temkin
Chair

Lori Riley
Recording Secretary