FACULTY WELFARE COMMITTEE
April 8, 2015
MINUTES

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

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

Approval of the agenda/April 1, 2015 minutes
The agenda was approved without objection.
The April 1, 2015 minutes were approved unanimously.

Chair’s Report/Announcements
Timeline: Temkin noted that the Committee should complete the amendments to the Evaluation, Promotion, and Tenure documents during the April 15, 2015 Faculty Welfare meeting, in order to present a motion at the April 20, 2015 Senate meeting. Temkin noted two areas where he is waiting for updates from Wacker-graduate faculty procedures and tenure for administrators. The Committee will continue discussion on these areas at the April 15, 2015 meeting.

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

• RE: 2-3-801(2)(e) Graduate Faculty Status Review
  Temkin noted that he is waiting on updates from Wacker on this section. The Committee agreed to amend the following section (in lieu of an update from Wacker):
  2-3-801(2)(e): Amend as follows: “Faculty will be reviewed on a cycle established by the graduate dean to coincide with post-tenure review or every five six years for non-tenured faculty.”

• RE: 2-3-801 Responsibilities of Participants in the Comprehensive Evaluation Process
  The Committee agreed on the following amendments:
  #1: Delete the following sentence “Program area faculty and chair/director/coordinator”.
  #2: Delete all of #2.
  Renumber the section.
  The Committee charged Temkin to add a section outlining the responsibilities for tenure, tenure-review, and promotion: e.g. if there is a disagreement on tenure or post-tenure review (Tenure Review Committee is involved), the Tenure Review Committee makes the determination of the recommendation to the CAO. Promotion: the CAO makes the determination of final recommendation to the BOT.

• RE: 2-3-801(3) Annual/Biennial Review-Preliminaries
  The Committee agreed on the following amendments:
  (III) Sentence #2, add “school director”. Delete (A) and (B).

• RE: 2-3-901 (6) Eligibility
  Paragraph #2, last sentence, add “program coordinator”

• RE: 2-3-902(4) Tenure Decision
  Typographic errors noted: Sentence #2: “evaluate” should be “evaluatee”, “o” should be “of”, “requirement” should be “requirements”

• 2-3 Part 9-The Salary Equity Committee asked Temkin to make a reference in this section to 3-3-701 Promotion Stipend.

• 3-3-801(1) Comprehensive Review
  The Committee agreed to amend this section to make references to Promotion Review and Tenure-Track Review, to keep with the consistency of Section 2-3-801:
3-3-801(1) Comprehensive Review
(a) Promotion Review [See Section 2-3-801(2)(a)]
(b) Pre-Tenure Review (renumbered)
(c) Tenure Track Review [See Section 2-3-901(2)(c)]
(d) Post-Tenure Review (renumbered)
(e) Graduate Faculty Appointment Review (renumber)

- 3-3-801(1) new (d) from above (III)
  Amend to add the following sentence (at end): “If hired with tenure, the dossier should include activities since time of hire.”

3-3-801 (1) new (e) from above: Sentence #1: Add “program coordinator”

The Committee discussed consistency regarding the terms “department chair/school director/program coordinator.” Should the phrase “chair/director/coordinator” be used in the section amended by the Committee?
The updated documents will be renumbered/distributed before the April 15, 2015 meeting. Temkin asked Committee members to review the documents for errors/typos/omissions, etc. and those items will be updated at the next meeting.

**New Business**
1-1-307 Faculty Evaluation
Temkin asked Committee members to review Section 1-1-307 of the Board Policy Manual to determine if any amendments are necessary (related to the current amendment proposals).

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

Jack Temkin
Chair

Lori Riley
Recording Secretary