FACULTY WELFARE COMMITTEE
August 27, 2014
MINUTES

Member(s) Absent: Desjardins, Houser.
Guest(s): None.

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

Approval of the agenda
The agenda was amended to add “Grievance Procedure” under Unfinished Business, after “Curriculum Approval Process”. The amended agenda was approved without objection.

The April 30, 2014 minutes were approved unanimously.

Chair’s Report/Announcements
Schuttler noted that Temkin will continue to follow up on the items that are carried over from the 2013-2014 academic year. Temkin reported that administration has recommended additional changes to the University Regulations Biennial Review documents (Senate Action 1078). This item will be discussed under Unfinished Business today.

Unfinished Business

Biennial Review
Wacker distributed an outline of administration concerns regarding the current Biennial Review language in the University Regulations (3-3-801) regarding tenure-track faculty (feedback, multi-year contracts and referencing the Board Policy Manual). The Committee discussed additional amendments to address the concerns.

MOTION: Amend Section 3-3-801(1)(g)(III) to add the following language: Temkin.
If, on the pre-tenure review, the evaluatee receives “exceeds expectations” or higher in either instruction or professional activity, and “meets expectations” or higher in the other areas, then he/she may opt out of the 4th year annual review. If not, then a 4th year annual review is required. In the absence of an application for tenure, which would include the 5th year annual review, an annual review in the 5th year is required.
SECOND: Gardiner.

VOTE: The motion passed unanimously.

MOTION: Amend Section 3-3-801(3)(a) to include a reference to Board Policy Manual 2-3-202(2) and strike the newly amended language outlining Pre-Tenure Review: Temkin.
Reappointment Recommendations for Tenure-Track Faculty. See Board Policy Manual 2-3-202(2).
Pre-Tenure Review. A tenure-track faculty member receiving a rating of “Meets Expectations” or higher in all three areas (instruction, professional activity, and service) in his/her pre-tenure review will automatically have his/her contract renewed for the fifth and sixth years. If a tenure-track faculty member receives a rating below “Meets Expectations” in any of the three areas, renewal for the fifth and sixth year will not be automatic.
SECOND: Gardiner.

VOTE: The motion passed unanimously.

The Committee agreed to continue discussion/review of 3-3-801 at the September 10, 2014 meeting. Riley will distribute the amendments prior to the next meeting.

Curriculum Approval Process and Form
Temkin outlined 13-14 AY discussions regarding the current Curriculum Approval form and the need for amendments to align the form with the current language in the University Regulations, as well as draft amendments to the course form proposed by Wacker. Riley will distribute the current course form, the Wacker draft amendments, as well as the current Curriculum Approval Process language from the University Regulations (3-3-501). The Committee will continue discussion at the September 10, 2014 meeting.
Grievance Procedure
Temkin outlined areas of the Grievance Procedure that need clarification/revision (timelines, structure). Riley will distribute the current Faculty Grievance language from the Board Policy Manual (2-3-1201). The Committee will continue discussion at the September 10, 2014 meeting.

Evaluation, Promotion, and Tenure
Temkin continues to work on a draft proposal for the Evaluation, Promotion, and Tenure language (as charged by the Committee during the 13-14 AY).

Annual Timeline for Comprehensive Reviews- Topic not covered.

Procedure for Recusal in Tenure Decision- Topic not covered.

New Business
Other New Business

Adjournment
MOTION to Adjourn: Temkin.
SECOND: Merrill.
The meeting adjourned at 4:35 p.m.

Mary Schuttler
Chair

Lori Riley
Recording Secretary