FACULTY WELFARE COMMITTEE
March 11, 2015
MINUTES

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

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

Approval of the agenda/February 25, 2015 minutes
The agenda was approved without objection.
The February 25, 2015 minutes were approved unanimously.

Chair’s Report/Announcements
Temkin met with Satriana to start plans for contract discussions.
Today’s meeting notes will be taken by Merrill.

Unfinished Business
Evaluation, Promotion, and Tenure
Temkin outlined document updates (2-3-901, 2-3-902) and asked for Committee input.

- Promotions for tenure-track faculty-reviewed guidelines/Temkin recommendations
- Promotions for non-tenure-track faculty: additional discussion on guidelines is needed
- Part 8: Reviewed revisions in yellow: Evaluation Scale numbering system-round to nearest 10th

  MOTION: Revise Section 2-3-801(1)(i): after “the following Evaluation Scale..add “(round to the nearest 10th)”: Henry.
  SECOND: Gardiner.
  DISCUSSION: The Committee agreed that this phrase should be placed in each instance of the “Evaluation Scale” in the Evaluation policies.
  VOTE: The motion passed unanimously.

- Since we are moving to a 6 year tenure review cycle, it is not clear whether we should continue to link the graduate faculty review cycle to the post-tenure review cycle. Robbyn will follow up with the Graduate School.
- Part 8: “Preliminaries”: Amend sentence #1 to read:
  “The program area develops criteria within the framework of the University’s mission that reflect…”

  MOTION: Part 8 “Preliminaries”: Sentence #2: Remove “Comprehensive Review”: Franklin.
  SECOND: Gardiner.
  VOTE: The motion passed unanimously.

- Part 8: “Responsibilities of Participants in the Comprehensive Evaluation Process”: The Committee approved Temkin’s addition: “If years of credit for service at a prior institution is negotiated, those years will be included in the first comprehensive review period”.

- Discussion about the inclusion of contract-renewable in the voting and assignment of evaluation numbers.

  MOTION: Add information about the rights of contract-renewable faculty-ability to assign scores: Franklin.
  SECOND: Merrill.
  DISCUSSION: Vote will be deferred. Franklin will bring a language proposal to the Committee at the April 1, 2015 meeting.

- Part 8: “Procedures for Comprehensive Review”: Changes recommended by the Committee: “To accomplish this, a list of names of the faculty members in the college who have related expertise must be submitted by the evaluatee, to consist…”
Part 9: 2-3-902: Add the phrase “The following requirements are individually necessary and jointly sufficient. That is, the evaluatee must satisfy all of the requirements listed in order to get a positive tenure decision and must get a positive tenure decision if he/she satisfies all of the requirements listed in 2-3-901(6).”

2-3-902(2) Eligibility: Discussion about timing-the Committee will consider modifications to 2-3-901(6) and 2-3-902(2) to clarify years (those who start in the fall and those who start in the spring).
- The Provost will present language to address what to do with tenure eligibility for those who step into administrator roles.
- Should the language from 2-3-801(3) be used in this section? “If years of credit for service…”
- 2-3-901(5/6) Eligibility-need to check numbering: language should include “when such credit is granted, it must be the most recent year or years”.

Other: Franklin raised the question about 2-3-901(1); Do we need to clarify contract-renewable promotion information? It is currently reflected in 2-3-901(3)(d). Temkin asked Franklin to draft the language for eligibility requirements for promotion from lecturer to senior lecturer (do the years need to be at UNC?). The Committee discussed the timeframe for promotion.

**MOTION:** The eligibility for from lecturer to senior lecturer can occur after 6 (six) years: Franklin.

**SECOND:** Merrill.

**VOTE:** The motion failed.

The Committee agreed that additional discussion is needed about how many years contract-renewable faculty can bring with them to UNC-Franklin will draft language for discussion at the April 1, 2015 meeting.

The Committee agreed to charge Temkin to draft amendments and update the documents as outlined for discussion at the April 1, 2015 meeting.

Faculty Contracts: See Chair’s Report.

Annual Timeline for Comprehensive Reviews: Topic not covered.

Waiting for Wacker’s report from the Graduate School discussion.

New Business

Other New Business

Adjournment

The meeting adjourned at 5:00 p.m.

Jack Temkin
Chair

Lori Riley
Recording Secretary