

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, November 19th | 3:30-5:00PM

Present: Brown, English, Kang, Landry, Levin, Newman, Senbet

Zoom: Lunarix, Morse

Absent: Alcantar, Lee, Sileo, Tian, Wieben

Call to Order 3:35pm

Approval of Agenda approved with objection

Approval of November 5th, 2025, meeting minutes approved without objection

Chair's Report/Announcements –

- We will finish 1-1-307 and 2-3-801 today after reading through the documents before sending them to Codification.
 - (F) (i)
 - Include the following sentence as a separate paragraph to indicate that everyone in the evaluations process is notified.
 - “In the case that tenure is denied, the unit leader, dean and provost will be notified.”
 - Items will continue to move through the workflow in Faculty Success.
 - It was noted that an unsuccessful candidate can reapply or take a terminal year.
 - It was stated that if someone is unsuccessful in year 5, unit leader scores should be included, and they should meet with the unit leader for improvement feedback.
 - Correctable information may be shared up the chain for revision the following year, however it was argued that feedback should come from faculty.
 - (G)
 - Paste the following paragraph after the first paragraph in this section.
 - “The unit leader may include additional information about the evaluatee’s performance if it has bearing on the evaluatee’s instruction, professional activity or service. This information must be shared with the unit/program-level evaluation committee and the evaluatee and included in the evaluation process.”
 - (H)

- The section addressing the dean’s ability to include confidential information was separated into its own paragraph.
 - Remove “only” after “Tenure Appeals Committee findings”
 - Replace “For comprehensive reviews not involving tenure, promotion, pre-tenure reviews with scores below “meets expectations” in any of the performance areas, and/or unsatisfactory post-tenure comprehensive evaluation” and start the sentence with “In all other cases”
 - (I)
 - Replace “in the cases considered by the Tenure Appeals Committee, its findings” with “the findings of the Tenure Appeals Committee if applicable”
 - (III) Responsibilities of Participants in the Comprehensive Review Process
 - (B)
 - Remove “and unit leader” in the first sentence and “and the unit leader in the program area” in the last sentence.
 - It was suggested to insert a new section for unit leaders for clarification.
 - It was noted that both the evaluation committee and unit leader are responsible for substantive evaluation, but tenure decisions do not involve the unit leader.
 - New (C)
 - “Unit leader. The substantive evaluation of faculty performance in the areas of instruction, professional activity and service, consistent with the program area criteria, and evaluation procedures, is the responsibility of the unit leader in the program area, unless tenure was denied by the unit/program-level evaluation committee and, if applicable, the Tenure Appeals Committee found that the unit/program-level evaluation committee’s evaluation was consistent with the program area’s approved criteria the evaluation.”
 - 2-3-801(3) Subperiod (Annual/Biennial/Triennial) Review.
 - (b) Process
 - Insert “and/or Tenure” at the end (II) and (III) and after “evaluatee’s progress toward promotion” in (IV)
 - Capitalize “Professional” in the title
 - Brown will insert references and send them to Codification.
 - The committee will move on to the UR revisions at the next meeting.
- Get together to celebrate Greg’s retirement after last meeting for this semester. – December 3
- Brown will reach out to members who have not attended recent meetings and encourage their participation.

Special Orders

1. None

New Business

1. Outside work policy
2. AI task force policy
3. OSRP meeting?
 - o Possible spring meeting
4. New Business from last year:
 - o Regulatory compliance issues.
 - o Faculty workload policy
 - o Consideration of service and professional activity weighting within faculty evaluation
 - o Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
 - o Advocate for faculty free access to recreation center!?!
 - o Codify Research Fellow designation as (e.g., part of Emeritus)?

Unfinished Business (from last year)

1. Revisions to 2-3-801 and 1-1-307
2. 3-3-902 Faculty salary bonus for award of Distinguished Professor title
3. 3-3-801 Implementation of Faculty Evaluation Procedures

Completed Business (as of last academic year)

- ~~1. Revision of 2-3-801 on 4/14/2025 – sent to Codification Committee 4/26/2025.~~
- ~~2. Revision of 1-1-307 on 10/9/2024 – sent to Codification Committee 4/26/2025.~~
3. Revision of 2-3-304 Affiliate Faculty on 11/6/2024 – approved by BOT on 12/13/2024.
4. Revision of 2-3-305 Academic Titles on 11/6/2024 – approved by BOT on 12/13/2024.

Transferred Business (as of last academic year)

1. Step-back policy – transferred to Salary Equity Committee
2. Amorous Relationship policy – now being considered by General Counsel

Call for the Good of the Order

Good job everyone!

Adjournment 5:00pm