FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, January 14, 2026 | 3:30-5:00PM

Present: Brown, DeKrey, English, Kang, Lee, Levin, Newman, Senbet, Wieben
Zoom: Alcantar, Lunaris, Morse
Absent: Landry, Sileo

Call to Order 3:33pm

Approval of Agenda approved without objection

Approval of December 3rd, meeting minutes approved objection

Chair's Report/Announcements

- We will work on 1-1-307
  - 1-1-307(1)
    - (a) Replace "departments/schools/programs" with "academic units"
    - (e) There should not be a limit to those who are achieving as well.
      - Faculty should be receiving feedback regardless of whether they are doing well or not.
      - Replace "on how to improve for those who are not achieving at a satisfactory level."
    - Replace "be done" with "will be conducted"
    - Insert the reference to Board Policy Manual 2-3-801
  - 1-1-307(2)
    - (d) It was clarified that not all faculty are eligible to grieve an evaluation and the grievance process does not apply to every appeal.
    - Insert "as described in" before the reference and remove "[See..]"
  - 1-1-307(3)
    - Replace "Colorado Exec. Order No. D 0020 97 1997" with "Colorado Executive Order #D-0020-97, Declaring the Need for a Post-Tenure Review System for All Colorado's Institutions of Higher Education, 1997" to match BPM 2-3-801(2)
    - Remove entire second paragraph since it is redundant with general principles.
  - This will be sent to Codification.
- Discussion of reduction of faculty benefits (EAP)
  - Robert will be able to attend a meeting regarding EAP
- New web design and faculty concerns
  - There are some confusion and frustration with the new website:
    - For certain requests, faculty should contact the Dean.

- Some information is available on the intranet.
    - Faculty would like to know where to find it and what it's for.
- There should be training for those unfamiliar with the system.
    - Newman will work on creating a help sheet.

Special Orders

1. None

New Business

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

Unfinished Business (from last year)

1. Revisions to 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. ~~Revisions of 2-3-801 sent to Codification Committee 12/1/25~~
2. ~~Revision of 2-3-801 on 4/14/2025 – sent to Codification Committee 4/26/2025.~~
3. ~~Revision of 1-1-307 on 10/9/2024 – sent to Codification Committee 4/26/2025.~~
4. Revision of 2-3-304 Affiliate Faculty on 11/6/2024 – approved by BOT on 12/13/2024.
5. 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

Adjournment 4:36pm