

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, January 28, 2026 | 3:30-5:00PM

Present: Brown, DeKrey, Kang, Lee, Levin, Newman, Senbet, Sileo

Zoom: English, Landry, Mores, Wieben

Absent:

Call to Order 3:34pm

Approval of Agenda approved

Approval of January 14, 2026, meeting minutes approved with the addition of Jieun Lee to the attendance

Chair's Report/Announcements

- We will work on UR-3-3-801
 - 3-3-801(a)
 - (I)
 - End the sentence with “following circumstance” and remove “noted in 3-3-801(1)(a)(III)”
 - Insert the last two sentences of (III) as the “following circumstances”,
 - Faculty members who negotiate one (1) or two (2) years of credit toward tenure and promotion will undergo a pre-tenure review in their or second year at the University of Northern Colorado.
 - Faculty members who negotiate three (3) years of credit toward tenure and promotion will undergo a pre-tenure review in their first year at the University of Northern Colorado. [See Section 2-3-801 (1) Definitions.]
 - (II)
 - Insert “based on approval program area criteria” after “scores and reasons”
 - A concern with faculty hired with three years of credit was that they will be submitting a large amount of material for review.
 - Sileo shared that faculty can do a pre-tenure review to provide feedback and help them understand the review process.
 - It was suggested that a review is required in the second year for those with 3 years of credit, and in the first year for those with 1 or 2 years of credit.

- There was discussion about the meaning of “credit,” although it can be seen as a recruiting tool concerns were raised about whether success elsewhere will translate at UNC.
 - (III)
 - Remove “performance” and insert “in the performance areas” at the end of the sentence.
 - 3-3-801(b)
 - Make sure reference number is current and correct.
 - 3-3-801(c)
 - (I)
 - Rewrite part (I) to be compliant with state order,
 - (I) Review cycle. Tenured full professors must undergo a comprehensive review at least once every five (5) years. Tenured associate professors must undergo comprehensive review at least once every six (6) years (in addition to at least one subperiod review in a year between comprehensive reviews). If a faculty member requests a comprehensive review (for promotion, or any other reason) this will establish a new five-year (5) or six-year (6) review cycle.
 - It was noted that expectations regarding how far back material should be submitted are unclear and inconsistent across units.
 - Clearer guidance is needed, including how to account for materials demonstrating increased productivity.
 - Brown will review the document to determine the issues and determine how to address them, he acknowledged that finding an easy solution might be challenging.
 - (II)
 - Replace “this” with “the”
 - (III)
 - Insert “for the first comprehensive review” after “the dossier”
 - It is unclear whether a faculty member who is found unsatisfied in post-tenure review undergoes another comprehensive review after the two-year period to achieve satisfactory.
 - (IV)
 - Replace “post-tenure” with “evaluation” and check the reference.
 - (V)
 - Replace both instances of "department chair/school director/program coordinator" with “unit leader”
 - The question of whether a Subperiod review would be sufficient as a substitute for an unstratified comprehensive was raised.
 - It was clarified that only comprehensive reviews result in satisfactory or unsatisfactory, not subperiod.
 - There were concerns about the 2-year window for achieving satisfactory evaluations and the role of performance plans.

- It was suggested that faculty should be involved in the evaluation process, with the dean ensuring consistency.
- Clear performance plans and criteria for measuring success in meeting those plans need to be determined.
- The committee will continue from 3-3-801(2) at the next meeting.
 - Before sending the revisions to Faculty Senate, the committee will need to review both policies from the BPM and UR side by side to ensure consistency between both.
- Discussion of reduction of faculty benefits (EAP)
 - Landry recommended gathering faculty input to better understand their perspective on these issues, and Newman proposed adding a feedback section to the newsletter.
 - Newman will create a form requesting feedback from colleges.
 - The committee also noted reviewing practices at other institutions could be helpful.
 - Robert Hepperle and John Hammel are open to attending a future meeting to share more information.
- New web design and faculty concerns

Special Orders

1. None

New Business

1. Amorous relationships and nepotism policy
2. EAP
3. Outside work policy
4. AI task force policy
5. OSRP meeting?
6. 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 sent to Codification on 1/15/26~~
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

OSRP is hosting their first Heartbreakers Party on February 10th at 11:30am – 1:00pm.

Adjournment 5:01pm