

FACULTY WELFARE COMMITTEE

Campus Commons 2200

February 25th, 2026 | 3:30-5:00PM

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

Zoom: Alcantar, Morse, Wieben

Guest: Nancy Henke and Annie Epperson

Call to Order 3:30

Approval of Agenda approved without objection

Approval of February 11th, 2026, meeting minutes approved without objection

Chair's Report/Announcements – Welcome Nancy Henke! Mit McGlaughlin will be at the next meeting! All Faculty evaluations documents need to be done by mid-April.

- Welcome Nancy Henke (OER)
 - Brown suggested that it may work well to bring a resolution forward alongside the discussion on faculty evaluations.
 - Lee Asked how the use of OER by faculty could be measured, specifically what the reach is and what tangible or visible indicators demonstrate its value.
 - Henke noted that there are multiple ways to measure impact. OER materials are often placed in repositories, which can be tracked when other universities adopt them.
 - Levin shared his experience and noted that such resources can have a wide impact.
 - Sileo asked how faculty would know how to count OER work if a resolution is passed.
 - Levin explained that OER work can be categorized in several ways depending on how it is presented:
 - Professional activities (e.g., through grants)
 - Teaching
 - Scholarly work (publishing)
 - Ultimately, the unit determines how it is evaluated and OER should not necessarily be evaluated differently simply because it is OER.
 - Senbet asked a few clarifying questions,
 - about how OER would be integrated on campus.
 - Henke indicated it would function similarly to a traditional textbook.
 - about the workload associated with adopting OER.

- DeKrey noted that the criteria were discussed in relation to the comprehensive review criteria and questioned whether the annual and comprehensive criteria should be aligned or combined.
- Replace “department chair/ school director/ program coordinator” with “unit leader”
- (II)
 - DeKrey shared concerns that some contract renewable faculty have been at the institution for a decade and still must undergo frequent reviews.
 - Including some kind of condition, they must meet may be fair for those who have been contract renewable for several years.
 - Sileo shared that contract renewable faculty can go up for promotion, however, there is no pre tenure mechanism for them to have some feedback.
 - It was suggested to tie their evaluations to their rank or their time in service.
 - Brown will include a breakdown of the number of years by rank.
- (III)
 - It is assumed that a review may not occur in year two if the faculty member brings in credit.
 - Replace, “an annual review in years 1, 2, 3 (in conjunction with pre- tenure review), 4 and 5 (and year 6, if applicable). In year 3, pre-tenure review materials must be organized so that an annual review can also be completed.”
 - With “a subperiod review in all years that do not include a comprehensive review (pre-tenure or tenure).”
 - It was noted that the statement assumes anyone who receives an “exceeds” would be eligible for promotion in year five; however, some faculty are not eligible for promotion until year six.
 - Replace, “complete a biennial review covering years 4 and 5, instead of completing annual reviews for years 4 and 5”
 - With, “opt out of the annual review the following year.”
- (IV)
 - Replace, “at a minimum, a biennial” with “a subperiod”
 - In the same sentence, replace “two” with “three” and “an annual” with “a subperiod”
 - Remove the last sentence, “When the annual/biennial review coincides with a comprehensive review, materials must be organized so that an annual/biennial review can also be completed.”
- (V)
 - Replace, “must complete, at a minimum, a triennial review once every three years. They may request an annual/biennial review in any year. When the annual/biennial/triennial review coincides

with a comprehensive review, materials must be organized so that an annual/biennial/ triennial review can also be completed.”

- With, “are not required to complete a subperiod review. They may request a subperiod review in any year.”
- (VI)
 - Remove part (VI), the 2020 special circumstances.
- 3-3-801(3)
 - Committee’s note: Decide whether we should require the college to notify faculty that they are required to submit materials for subperiod or comprehensive reviews.
 - (b)
 - It was asked, what happens if a faculty member is hired with credited years of service?
 - The credited years will be specified in the offer letter and should be equivalent to the years they bring in.
 - Sileo shared that the Provost’s Office will provide the specific dates, and colleges will fill in the appropriate details.
 - She suggested adding language to notify faculty when they are up for evaluation.
 - Reyes noted that once faculty receive the notification, it becomes their responsibility to complete the process.
 - Landry shared a concern about creating a potential loophole if the language is too explicit.
 - Start at 3-3-801(3)(c) at the next meeting
 - Brown will ask Mit to reschedule.
- Distinguished Professor discussion
- Discussion of reduction of faculty benefits (EAP)
 - Feedback – Robert VP HR; John Hammel
- 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

Adjournment 5:00pm