FACULTY WELFARE COMMITTEE

Campus Commons 2200

March 11th, 2026 | 3:30-5:00PM

Present: Brown, DeKrey, Kang, Levin, Morse, Newman, Reyes, Senbet, Sileo, Wieben
Zoom: Alcantar, Lee
Absent: Landry
Guest: Chelsea Romulo, Mark Eiswerth,

Call to Order 3:30pm

Approval of Agenda approved without objection

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

Chair's Report/Announcements

- AAUP Rep
  - AAUP representatives shared the revitalization of the AAUP chapter.
  - It was suggested that an AAUP representative be included on the Senate and also be invited to participate in future Faculty Welfare meetings.
    - For Faculty Welfare, there would likely be no substantive changes.
    - The AAUP representative should have a defined charge or task to ensure meaningful engagement and progress.
  - AAUP is currently being rebuilt and has established a working group, however, they are willing to weigh in on issues as they arise.
- Revisit 2-3-801 and 1-1-307
  - 2-3-801
    - Remove strikethrough text.
  - 2-3-801(1)
    - (a) Review Period:
      - Replace "annual/biennial/triennial review," with "subperiod" and "pre-tenure review, tenure review, promotion review, and post-tenure review" with ", or comprehensive review"
      - It was stated that at some point, it will be important to transition from a calendar-year schedule to a rotational calendar for those undergoing evaluations.
      - Remove "or if not for any of those purposes, from the previous comprehensive review" and "academic"
      - Replace "entirety of an academic" with "entire"
    - (k) Program Area Faculty:

            - For clarification, end the first sentence with "or the faculty of a department" and remove the last sentence "The faculty of a department are also a program area faculty.
        - (n) Multidisciplinary or interdisciplinary activities:
            - The policy will need to be reviewed to determine if this definition is needed.
    - 2-3-801(2)(a)(II)
        - Insert "The review period for a comprehensive tenure review shall consist of all years since hire (and prior years of credit if applicable)."
    - 2-3-801(2)(a)(III)
        - Insert "The review period for a comprehensive review for promotion, except in the case of a tenure-track faculty member applying for promotion to associate professor, shall be specified by the units approved program area evaluation criteria, which must be no less than four years."
    - 2-3-801(2)(a)(IV)
        - Insert, "The review period for a post-tenure review (that is not for the purpose of promotion) shall be the years since the most recent comprehensive review."
    - 2-3-801(b)(II)(F)(i)
        - To remain consistent, insert "and procedures," after the second instance of "program area's approved criteria,"
    - 2-3-801(2)(b)(II)(H)
        - Replace "confidential personnel" with "additional"
        - Replace the last sentence of part (H) with, "This information must be shared with the unit/program-level evaluation committee, the unit leader, and the evaluatee, and included in the evaluation process. Additional confidential information may only be shared with the approval of the university's general counsel or the director of human resources"
        - In the following paragraph, replace "scores" with "evaluation levels"
    - 2-3-801(2)(b)(II)(I)
        - Make the second paragraph consistent with part (H).
        - In the following paragraph, replace "scores" with "evaluation levels"
    - 2-3-801(2)(b)(III)(A)
        - Replace "first" with "appropriate" and "dossier" with "dossier(s)"
    - 2-3-801(2)(b)(III)(D)
        - Replace "scores" with "evaluation levels"
    - 2-3-801(3)(b)(IV)
        - Replace "scores" with "evaluation levels"
    - Brown will make the noted changes and send to Codification.
- We will continue working on UR-3-3-801
- 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

Good job everyone!

Adjournment 5:24pm