

FACULTY WELFARE COMMITTEE

Campus Commons 2200

April 15th, 2026 | 3:30-5:00PM

Present: Brown, DeKrey, English, Landry, Lee, Senbet, Sileo, Wieben

Zoom: Morse, Kang

Absent: Newman

Call to Order 3:31pm

Approval of Agenda approved without objection

Approval of April 1st, 2026, meeting minutes approved without objection

Chair's Report/Announcements – Mit McGlaughlin was very helpful. The goal is to finish 3-3-801 and bring forth to Faculty Senate next year.

- Nominations for Chair and Vice Chair
 - Chair
 - Senbet nominates Brown – accepts
 - Vice-Chair
 - Brown nominates Levin – accepts
- We will continue work on UR-3-3-801
 - DS suggestions will be held off for the future
 - References will need to be checked
 - Post-Tenure Review
 - (I)
 - DeKrey noted that the language reads as though both requirements must be completed.
 - It was discussed that individuals would not be able to exceed three years without a comprehensive review or subperiod review.
 - Landry asked whether the “promotion” section should be referenced and if doing so might create confusion regarding the promotion timeline.
 - Insert “For tenured associate professors, completion of a comprehensive review does not reset or extend the timeline for consideration for promotion to professor.”
 - (III)
 - Insert “without promotion” after “post-tenure review” and “(for the case of post-tenure review with promotion see,...).”
 - Insert reference

- Levin noted that in Mathematics, there is a clause specifically addressing tenure-related distinctions.
 - Sileo clarified that any promotion review occurring after achieving associate rank is considered a post-tenure review; however, not all post-tenure reviews are promotion reviews, emphasizing the need to keep the two processes distinct.
- 3-3-801(2)
 - Remove “and to determine eligibility for merit pay consideration.”
 - Merit pay no longer exists.
 - Replace “annual/biennial/triennial” with “subperiod” throughout this section.”
 - Replace “chair/director/program coordinator” or “ department chair/school director/program coordinator with “unit leader” thought this section.
 - (b)
 - Remove “All years of employment are subject to annual/biennial/triennial review.”
 - (e)
 - Replace “. A numerical weighting system that incorporates the percentage of the total workload for each performance area as specified in the assigned faculty workload will be used to calculate a weighted average using the evaluation scale in Board Policy 2-3-801(4)(a)(XII).” with “using a weighting system described in 2-3-101(1)(s)”
 - Check reference for accuracy
 - (f)
 - (II) Contract-renewable Faculty
 - DeKrey suggested that based on the number of years a contract renewable faculty member has been at UNC their burden for be lighter and proposed developing a scale based on the number of years under review.
 - General Counsel English cautioned that the review period should not exceed two years, as doing so may create the impression that a contract renewable position spans more than a single year.
 - Replace both instances of “an annual/biennial” with “a subperiod”
 - (III) Tenure Track Faculty
 - Rewrite the first sentence as, “Tenure-track faculty must complete a subperiod review in all years that do not include a comprehensive review (pre-tenure or tenure).”
 - Remove “, in the pre-tenure review,” in the beginning of the second sentence.
 - 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” at the end of that sentence.

- (IV) Tenured Associate Professors
 - In the first sentence replace,
 - “at a minimum, a biennial” with “subperiod”
 - “two” with “three”
 - “an annual” with “a subperiod”
 - Remove the second sentence.
- (V) Tenured Full Professors
 - Rewrite this section as, Tenured Full Professors are not required to complete a subperiod review. They may request a subperiod review in any year.
- Remove the last paragraph of the section.
- Distinguished Professor discussion
- Discussion of the reduction of faculty benefits (EAP)
 - Feedback – Robert VP HR; John Hammel
- New web design and faculty concerns

Special Orders

1. None

New Business

- Amorous relationships and nepotism policy
- EAP
- Outside work policy
- AI task force policy
- ~~OSRP meeting?~~
- 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 the recreation center!?!
 - Codify Research Fellow designation as (e.g., part of Emeritus)?

Unfinished Business (from last year)

- ~~Revisions to 1-1-307 sent to Codification~~
- 3-3-902 Faculty salary bonus for award of Distinguished Professor title
- 3-3-801 Implementation of Faculty Evaluation Procedures

Completed Business (as of last academic year)

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

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

Call for the Good of the Order

Adjournment 4:32pm