

FACULTY WELFARE COMMITTEE

Campus Commons 2200

August 26th, 2026 | 3:30-5:00PM

Present: Brown, DeKrey, Fisher, Gregory, Kang, Lee, Levin, Murza, Newman, Reyes, Stewart

Zoom: Alcantar, Schaberl

Absent: Garrett

Call to Order 3:30pm

Approval of Agenda approved without objection

Approval of April 15th, 2026, meeting minutes approved without objection

Chair's Report/Announcements

- Welcome and introductions!
- We will finish UR-3-3-801
 - 3-3-801(1)
 - Codification added the subsections to section a-c to be parallel with section d.
 - The committee believes that if there is no confusion with the current language before their revisions, COD's recommendations can be rejected.
 - It was noted that the differentiation between BPM and UR must be made throughout the document since some faculty do not know there are two different documents.
 - 3-3-801(1)(d) Post Tenure Review Decision
 - (IV)
 - For clarification, remove "In each area, a faculty member's performance will be evaluated on a five-point scale. [See 2-3-801(1)(s).]"
 - (V) Time frame?
 - Members previously discussed whether a specific timeframe should be established and decided that too much specificity may create additional issues.
 - It was shared that the plan is driven by faculty who received an unsatisfactory evaluation, so completing it as soon as possible would be in their best interest.
 - Logistical challenges could arise if the process is expected to be implemented by fall.
 - The Tenure Appeal timeline was suggested as the time frame.

- Replace “(time frame?)” with “, within 30 calendar days of the start of the next academic contract period.”
 - 3-3-801(2) Subperiod Review.
 - (b)
 - The committee noted that evaluation periods should be exclusive to one another, preventing the same being counted in multiple review periods.
 - Levin shared the process done in Mathematics where a three-year rule is used, where publications receive decreasing weights in subsequent years,
 - Replace “No review period may be included in more than one subperiod review” with “A subperiod review shall not include an evaluation period already included in previous subperiod reviews.”
 - (d) Combine parts (d) and (e) to
 - Revised (d) – “Evaluation Areas. Faculty are evaluated in each applicable performance area and their contributions in each area may vary according to the workload assigned by the unit leader. [See Faculty Workload 2-3-401].”
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 - (e)
 - Formatting and number will need to be fixed.
 - (III)
 - DeKrey question, if the faculty member get exceeds in the first year can the skip year 2?
 - For clarification insert “in their pre-tenure comprehensive review,” in the second sentence.
 - (V)
 - Remove both instances of “Full”
 - **MOTION:** Levin moves to approve UR 3-3-801, DeKrey seconds.
 - **VOTE:** Motion approved unanimously
 - Goals and priorities
 - Voluntary separation
 - Promotion pathways
 - Online teaching/academic integrity
 - Reduction in force
 - M. Lucile Harrison Committee revisions
 - The committee will review the document at the next meeting.

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 (we must finish it today)*

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 3:52pm