

FACULTY WELFARE COMMITTEE

Campus Commons 2200

September 23rd, 2026 | 3:30-5:00 PM

Present: Brown, DeKrey, Garrett, Gregory, Kang, Levin, Newman, Reyes, Stewart

Zoom: Fisher, Lee, Schaberl

Absent:

Call to Order 3:37pm

Approval of Agenda approved without objection

Approval of September 9th, 2026, meeting minutes approved without objection

Chair's Report/Announcements – Let Brown know if you would like to discuss the MIT report on AI use. Thank you all for your work on the faculty evaluations!

- [MIT's Report on AI use in teaching, learning, and research training](#)
- Goals and priorities
- Amorous relationship policy
 - The committee began by reviewing the current language alongside the proposed revisions.
 - Members noted that it would be helpful to examine how other institutions address this issue.
 - A concern was raised that the current language may discourage amours relationships without explicitly prohibiting it.
 - The main goal of these revisions is to clarify what is and is not permissible.
 - The rationale for prohibiting certain conduct include concerns about power dynamics, where certain exceptions would need to be disclosed.
 - 1-1-503(2)
 - The terms “alumni and guests” need further clarification, including how the policy applies to interactions between guests or between alumni.
 - The policy should clearly distinguish between conduct covered by this policy and sexual harassment.
 - 1-1-503(3)
 - (a)
 - The policy should not be so broad that it becomes overly encompassing and the term “amorous relationship” will need to be clearly defined.
 - (b)

- Replace “influence” with a stronger term and consider how the policy would apply to housing.
- 1-1-503(4)
 - (a)
 - (1) Language and process for disclosing amorous relationships will need to be clarified.
 - Consider whether all amorous relationships must be disclosed or only those involving a power differential.
 - If a relationship involving a power differential is disclosed or identified, a plan would need to be established for how the situation will be handled.
 - Consider clarifying who is responsible for declaring a relationship and when disclosure is required.
 - (2) Clarify the extent and reach of the provision.
 - (b)
 - Clarify the expectations for reporting and the evidence or context required.
 - Determine what would constitute sufficient evidence or awareness to trigger a reporting obligation, distinguishing between rumors or gossip and credible information.
 - Clarify the role and expectations of mandatory reporters.
 - Define “supervisory” and clarify whether the policy applies to direct and indirect supervision.
 - Consider adding guidance to the UR to provide additional clarity on these expectations.
 - Define what constitutes “awareness” for purposes of the policy.
- 1-1-503(5)
 - Reference “termination” policy
- 1-1-503(6)
 - Cite other retaliation policies
- 1-1-504(3)
 - (a) Define differently
 - (b) Clarify that individuals should not participate in decisions or reviews involving a family member, such as an admissions counselor reviewing their child’s application.
 - (d) Use language consistent with the definition of “amorous relationship.”
 - (e) Clarify the definition of “supervisor.”
- Revisions will begin at the next meeting, and substantive changes will require further discussion and consideration.
- Further revisions will need to be carefully evaluated, particularly given that substantive changes may not be approved by General Counsel English.
 - The proposed language follows the approach of most institutional policies.

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 5:00pm