

FACULTY WELFARE COMMITTEE

Campus Commons 2200

September 9th, 2026 | 3:30-5:00 PM

Present: Brown, Kang, Lee, Levin, Newman, Reyes, Stewart

Zoom: Alcantar

Absent: Fisher, DeKrey

Call to Order 3:34pm

Approval of Agenda approved without objection

Approval of August 26th, 2026, meeting minutes approved without objection

Chair's Report/Announcements

- [MIT's Report on AI use in teaching, learning, and research training](#)
 - Members are open to discussion after they have had the chance to review the article.
 - The committee will discuss it further at the next meeting.
- Goals and priorities
- 2-3-801 and 3-3-801 Revisions to Faculty Evaluation Policies and Procedures
 - Once UR 3-3-801 completes the administrative review, this memo will be able to be shared with faculty.
 - For clarification, replace “not” with “now” and “which has led to some confusion this fall. The” with “so that the” in the preamble.
 - Insert “The initial misalignment led to some confusion for this evaluation period.”
 - In Brief
 - Insert “must undergo” in the first bullet after “Tenured full professors.”
 - Replace “subperiod review every 3 years (previously 2): no subperiod review in a years with a comprehensive review.” in the second bullet.
 - Remove “(Going Forward)” in the title of the
 - Insert “Below is an example of the years in which a faculty member would undergo each type of review following any comprehensive review or initial hire.” before the tables.
 - In table 1, replace “Frequency” with “years” in the heading.
 - It was shared that “Every # years” would be confusing. For example, it’s not that a review can only occur every three years; rather, a review cannot be delayed more than three years from the previous review.
 - Once a comprehensive review is completed, the clock restarts for the next review period.
 - For Tenured Full Professor
 - Replace “Not required; available upon request” with “None”
 - Replace “Every 5 years” with “Year 5”
 - For Tenured Associate Professor
 - Replace “Every 3 years” with “Year 3”

- Replace "Every 6 years" with "Year 6"
- In the third row replace "Associate" with "Assistant"
 - Replace "Every year without a comprehensive" with "Years 1,2, 4"
 - In column three, remove "in" and insert ";; Tenure Year 5" at the end.
- In footnote ^, insert "If Tenure/Promotion is not sought in year 5, the faculty will undergo subperiod review in year 5 and comprehensive in year 6."
- What This Means for 2026-27
 - Rewrite the following, "27" and "28" as "2027" and "2028"
 - For consistency, remove "whose subperiod was scheduled to coincide" and replace "this year" with "due"
 - Remove "Tenure-track faculty and" in the last row.
 - The committee determined there were two more groups that will be affected by the changes, insert the following two rows.

Tenured Associate Professors with biennial due January 2027 or 2028	No subperiod (biennial) review required	Complete subperiod or comprehensive the following year.
Tenure-track Assistant Professors with comprehensive due	Complete comprehensive review only – subperiod review is not required	No change

- The memo is now ready to be distributed to colleges.
- M. Lucile Harrison revisions
 - The committee noted that it would have been helpful to see the rationale behind the changes; however, the revisions were straightforward and easy to follow.
 - 3-1-102(2)
 - (d)
 - Replace "strive for maximum diversity in terms of college representation" with "consider equitable representation between colleges"
 - (e)
 - Remove "while serving on the committee"
 - **Motion:** Stewart moves to approve the revisions, seconded by Levin
 - **Vote:** Motion approved with 1 abstention
 - The policy will not move to codification.

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 4:34pm