

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, January 15th, 2025 | 3:30-5:00PM

Present: Barkley, Brown, DeKrey, English, Garrett, Iannacchione, Kyle, Lee, Senbet, Wieben

Zoom: Kang, Landry, Lunaris, Trask

Absent:

Call to Order 3:34pm

Approval of Agenda approved without objections

Approval of December 4, 2024, meeting minutes approved without objection

Chair's Report/Announcements

1. Please find the presentation from HR (Robert Hepperle) among the documents distributed for this meeting.
2. Regulatory compliance follow-up: Kim Murza will talk with us today about her meeting with administrators on behalf of the NHS RSCW committee.
 - Kim won't be attending today's meeting, instead Katie Morrison will be attending the next meeting in her place.

Subcommittee Reports

1. None

Special Orders

1. None

Unfinished Business

1. 2-3-801 Faculty Evaluation, starting at (2)(b) and then (2)(b)(II)(D).
 - Question in 2-3-801(1) Definition
 - The term "unit leader" is used in this section of the board policy manual (BPM) and not defined.
 - "Unit leader" is defined in University Regulation and may be helpful to be placed in the BPM.
 - "Unit leader" will be defined and inserted as the new (c)
 - Unit Leader: The chair of a department, director of a school, or coordinator of a free- standing program that is not part of a department or school.
 - 2-3-801(2)(b)
 - The provost may have comments about this and should be consulted before moving forward.
 - Since there are units that are closely aligned, language should be written carefully.

- How well does it work to have a tenure-track faculty be an evaluator?
 - As long as they are tenure-track and able to follow criteria, they should be allowed to evaluate.
 - Without utilizing tenure-track faculty, the evaluation process may face challenges.
- 2-3-801(2)(II)(D)
 - A fourth option has been proposed to address the concern that junior faculty may not know enough faculty members to serve on their evaluation committee at the time of their review.
 - This option would solve the issues that CEBS is currently facing.
 - This option may require input from deans and unit leaders.
 - If this becomes an option appeals and grievances could arise if the language isn't precise.
 - This fourth option is seen to be limiting
 - Instead of a fourth option, the first option has been edited to capture and address those concerns without specificity.
 - Current practices already diverge from BPM, highlighting the need for clearer policies
 - New proposed language for 2-3-801(2)(II)(D)(i):
 - A list of names of faculty members from the University of Northern Colorado who have related expertise must be submitted by the evaluatee to consist of up to twice the number of people required. These names may come from a pool of faculty identified by the college to serve in this role. The faculty, including the unit leader, will select from that list to bring the total number to at least 3.
 - The concern of misuse if there is no cap to the committee size was addressed
 - Committees can exceed three members, but excessive variation in committee size may lead to fairness concerns.
 - DeKrey will present suggestions at the next meeting.

New Business

1. Regulatory compliance issues.
2. Distinguished Professor designation
3. Consideration of service and professional activity weighting within faculty evaluation
4. Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
5. Step-back policy
 - This will be passed along to the Salary Equity Committee.
6. Advocate for faculty free access to recreation center
7. Amorous relationship policy – consider addition of references to other BPM sections such as 1-1-508(3) Sexual Harassment Policy, 1-1-502 Conflict of Interest, 2-3-410 Conflict of Interest, 3-6-125 Discrimination Complaint Procedures.

Completed Business

1. Revision of 1-1-307 on 10/9/2024 – on hold for submission to Codification Committee until completion of 2-3-801 and 3-3-801.
2. Revision of 2-3-304 Affiliate Faculty on 11/6/2024 – approved by BOT on 12/13/2024.
3. Revision of 2-3-305 Academic Titles on 11/6/2024 – approved by BOT on 12/13/2024.

Call to the Good of the Order

Adjournment 4:59pm