

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, March 12th, 2025 | 3:30-5:00PM

Present: Barkley, Brown, DeKrey, English, Kang, Kyle, Lee, Senbet, Wiegand

Zoom: Landry, Lunar, Trask

Absent: Garrett, Iannacchione

Call to Order 2:00pm

Approval of the Agenda approved without objection

Approval of February 26, 2025, meeting minutes approved without objection

Chair's Report/Announcements

1. Revised questions for Jeri Lyons distributed to committee
2. Jeri Lyons scheduled to visit FWC April 2

Subcommittee Reports

1. None

Special Orders

1. None

Unfinished Business

1. 2-3-801 Faculty Evaluation
 - Continue at (2)(b)(II)(I) –
 - Regarding the “CAO, or their Designee”
 - There is designation of authority memos that can be provided if there are concerns.
 - A question to consider was, what if the delegated to non-academic?
 - Landry is in favor of the simplicity of “or their designee”
 - Insert “and” between “unit-level evaluation committee” and “unit leader” to make it parallel with the “dean’s findings.”
 - Check to see if “Chief Academic Officer” is defined as “CAO” and change “Chief Academic Officer” to “CAO” throughout the section.
 - A question was raised regarding the accuracy of the last sentence: “The CAO, in alignment with the program area’s criteria, has the ultimate authority to decide what action will be recommended to the President and Board of Trustees.”
 - Assuming an evaluation does not go to the Tenure Appeals Committee, the CAO has final say.
 - Insert “post-tenure” before “unsatisfactory comprehensive evaluation” for clarification.

- If the evaluation is problematic the CAO will want to see pre-tenure evaluation.
 - In the last sentence of part (H) insert,
 - “pre-tenure reviews with scores below “meets expectations” in any of the performance areas” after “promotion”
 - This addition would trigger the scores with (3 – needs improvement).
 - The definition of "meets expectations" could be problematic and may need further clarification.
 - Insert the same statement in section (I)
 - DeKrey suggests that at the Dean’s level, pre-tenure cases should be forwarded to the CAO, who will make the determination.
 - There is concern that allowing the Dean to decide whether to move cases forward could create issues.
 - Barkley can reach out to the provost for suggestions.
- (2)(b)(III) Responsibilities of Participants in the Comprehensive Evaluation Process
 - “teaching” should be changed to “instruction” throughout this section.
 - (d)
 - Change “Chief Academic Officer” to “CAO” in the definition.
 - Insert “(when applicable)” after “and dean.”
 - “program area faculty” should be changed to “Unit level evaluation committee”
- 2-3-801(3) Subperiod (Annual/Biennial/Triennial) Review:
 - Question to consider:
 - Should there be required periodic subperiod reviews for contract-renewable faculty members that decrease in frequency with years in service?
 - Units will be required to update their evaluation criteria to align with the **comprehensive review** process and the review process itself differs among units.
 - We are requiring units to change their evaluation criteria to line with the comprehensive review.
 - It was suggested that pre-tenure faculty do an annual review, associate faculty do a triennial review, and full professors do a comprehensive review.
 - Kyle suggests that all faculty should be evaluated annually for the first three years.
 - There is disparity between pre-tenured faculty and contract-renewable faculty.
 - Clarification is needed regarding “the number of years of employment for a contract-renewable faculty member.”
 - A review schedule is expected to be developed, and this will be addressed in the University Regulations.
 - Kyle suggests including language stating that subperiod reviews don’t occur at that same time as comprehensive review
 - Insert “except in the same academic year as a comprehensive review” at the end of the last sentence of the first paragraph.
 - Stopped at (II)

2. 3-3-801 Implementation of Faculty Evaluation Procedures
3. 2-3-305 Academic Titles

4. 3-3-902 Faculty salary bonus for award of Distinguished Professor title

New Business

1. Faculty workload policy – revision by Jeri Lyons
2. Regulatory compliance issues.
3. Distinguished Professor designation
4. Consideration of service and professional activity weighting within faculty evaluation
5. Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
6. Advocate for faculty free access to recreation center

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.

Transferred Business

1. Step-back policy – transferred to Salary Equity Committee
2. Amorous Relationship policy – awaiting draft from general counsel

Call to the Good of the Order

Adjournment 4:59pm