

FACULTY WELFARE COMMITTEE
UC Aspen A & B
Wednesday, March 29, 2023 - 3:30-5:00PM
Minutes

Present: J. Brown, T. Endres (Chair), B. Garrett, B. Iannacchione, D. Landry, J. Lee, N. Matchett, D. Senbet, N. Sileo
Present via Zoom: S. Weigand
Absent: C. Brown, N. Pullen
Guests: J. Rich Fredericks

Call to Order

The meeting was called to order at 3:34pm.

Approval of Agenda

Added Continued discussion of tenure-track contract language revision to Unfinished Business on this agenda, which was then approved without objection.

Approval of March 8th 2023 meeting minutes

Endres and Senbet to work with Nina on streamlining March 8th FWC meeting minutes.

Chair's Report/Announcements: None.

Special Orders: None.

Unfinished Business

- **Brief follow-up re: chair/director discussion (15 mins):**
 - Landry stated PVA directors may not be open to changes to their evaluation process.
 - Matchett said the three new PVA directors are under five-year contracts; and they are grandfathered in under the current contract.
 - No new evaluation process would be introduced until a new contract is signed.
 - Consider contract distinctions; evaluation process would not be significantly different.
 - FWC requests APC keep the committee apprised of any progress made in this discussion.

- **Continued discussion of tenure-track contract language revision:**
 - Discussion focused on pros/cons of offering conditional alternative contracts of one, two or three-years, to allow time for struggling faculty to progress in their program (i.e., research) with feedback given every single year.
 - Suggested new language: Replace the word “may” with “shall.”
 - Sample sentence under discussion: “Upon a successful pre-tenure review, a tenure track faculty member shall receive a new contract

of one (1), two (2) or three (3) years. Such contract may be through the end of the probationary period, not to exceed three (3) years.”

- **Sanctions short of dismissal workshop session**
 - Committee to develop faculty Code of Conduct: Endres handed out AAUP Statement of Professional Ethics document for committee members to review by next meeting.
- **Dismissal proceedings of tenured faculty:** Tabled for now.

New Business

Call to the Good of the Order

None.

Adjournment

The meeting was adjourned at 5:03pm.