

FACULTY WELFARE COMMITTEE
UC Aspen A & B
Wednesday, March 8, 2023 - 3:30-5:00PM
Minutes

Present: C. Brown, J. Brown, T. Endres (Chair), B. Garrett, N. Matchett, N. Pullen, D. Senbet, S. Weigand

Present via Zoom: B. Iannacchione, D. Landry

Absent: J. Lee, N. Sileo

Guests: K. Fleming, O. Levin, J. Rich Fredericks

Call to Order

The meeting was called to order at 3:35pm.

Approval of Agenda

The amended agenda approved by voice vote.

Approval of February 8th 2023 meeting minutes

The meeting minutes were approved by voice vote.

Chair's Report/Announcements: Endres gave background on the Tenure Track proposal.

Special Orders

- Visit from Provost Fleming; Continued discussion of tenure-track contract language:

DISCUSSION:

- Provost Fleming requests clarification and revision of language due to ambiguity:
 - Bulleted list is not exhaustive of all possible reasons a tenure-track faculty may not get a contract renewal.
 - Consider using sentence: “reasons may include but are not limited to...”
 - Include “institutional resources and/or budget conditions” in “closure of the unit or program”
 - Change “based upon ...” to “contingent upon ...”
 - There is a concern of giving a tenure-track faculty member one more year of employment upon non-renewal of their contract if their instruction falls short of expectations.
- In the case of struggling faculty or programs, give them a chance to improve, produce deliverables, etc.
 - Offer one or two-year appointments, with possible renewal upon contingencies.
- The committee thought about possible conditions for providing less than a three-year contract (following pre-tenure review):
 - Scholarly activity might still be in development, and it is too soon to have tangible products, so give more time for the tenure-track faculty to succeed.

- Academic Policies Committee (APC) Chair Levin is here to talk to the committee about department, school and free-standing program definitions.
 - Unit leaders will be classified as faculty, not administrators.
 - A department needs at least five faculty members and a school needs more than five faculty members, while free-standing programs will have less than five faculty members.
 - Examples of free-standing programs are Africana and Gender studies.
 - There is support for shifting unit leaders' evaluation process to give faculty more input.
 - One committee member expressed concern about impacts of a school director having faculty status in the School of Music.
 - Levin to bring this issue to APC and coordinate with FWC.

Unfinished Business

- **Sanctions short of dismissal workshop session**
 - Committee to develop faculty Code of Conduct: Tabled for now.
- **Dismissal proceedings of tenured faculty:** Tabled for now.

New Business

Call to the Good of the Order

None.

Adjournment

The meeting was called to order at 5:02pm.