

FACULTY WELFARE COMMITTEE
UC Aspen A & B
Wednesday, April 12, 2023 | 3:30-5:00PM
Minutes

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

Guests: J. Rich Fredericks

Call to Order

The meeting was called to order at 3:30pm.

Approval of Agenda

Approved without objection.

Approval of March 8th 2023 and March 29th 2023 meeting minutes

Approved without objection.

Chair's Report/Announcements:

- Endres will be departing at 4:30pm today and Dana Landry will take over.
- Endres would like to talk about the last Faculty Senate Executive Committee (FSEC) meeting, the redesign of faculty evaluations and forming of a faculty promotions task force to conduct background work and bring ideas to better inform Faculty Welfare Committee's (FWC) decision.
 - Move to academic year from calendar year.
 - Simplify language about small department requirements.
 - Address inherent bias in student evaluations of faculty.
- Currently we are not moving forward with contract renewables or tenure-track proposal because it is contrary to the equal pay for equal work act.
- Discussion of conversions of positions and the requirement to conduct national searches for open positions.
- Call for Nominations to faculty promotions task force this Summer or Fall 2023.

Special Orders:

- Nominations for 2023-2024 FWC Chair/Vice Chair (Endres will not be returning):
 - Chair nominations: Jieun Lee nominates Jeff Brown for Chair, Jeff Brown accepts.
 - Vice Chair nominations: Brian Iannacchione nominates Nancy Sileo, Nancy Sileo accepts.

Unfinished Business

- **Continued discussion of tenure-track contract language revision**
 - Inconsistencies with language, i.e., "*HR Director*"
 - Develop effective strategies articulating the will of FWC as a voice for faculty.

DISCUSSION:

- Review of additional language detailing two different scenarios: tenure-track faculty with successful pre-tenure review vs. struggling faculty.

- Express FWC’s commitment to tenure-track faculty and clarify language surrounding why faculty contracts may not be renewed.
- Tenure-track has meaning, contract offer letters refer to Board Policy.
- Purpose is to protect tenure-track faculty with procedure and structure.
- As faculty progress towards tenure, our commitment to that faculty increases.
- Matchett is happy to bring specific issues or questions from FWC to Provost Fleming.
 - Clarity in language regarding recommendations for tenure.
 - Outstanding faculty in a unit that may close, may not be offered a 3-year contract (resources expense, budget).
- Annual vs. comprehensive evaluations:
 - Annuals not reflective of what a comprehensive evaluation score may be.
- Current Provost supports having options of less than a 3-year contract.
- Determine how a Provost offers one, two or three year contracts:
 - Contract length determined by unit (reference to evaluation policy)
 - Give faculty until the end of probationary period (evaluation process)
- It was suggested that a definition of “successful” be placed in evaluation policy.
- Could an evaluation committee drive a tenure-track recommendation?
 - Evaluation language could state explicitly whether they recommend another contract.
 - Comprehensive pre-tenure review scores faculty performance.
- FWC can propose new language and the President will decide.
- The committee edited the following language: “If the tenure-track faculty member receives a successful pre-tenure review, ~~defined as earning at least Exceeds Expectations (IV) in Instruction or Professional Activity, and earning at least Meets Expectations~~ and Institutional Conditions are met, and upon favorable conditions not related to performance, that tenure track faculty shall receive a contract through the end of the probationary period.”
- Regarding bullet point list:
 - Add “*trending in the wrong direction*” to struggling program bullet point
 - It was suggested to add “*institutional resources and/or budget conditions*”
 - Add “*including but not limited to*”
 - Add “*unmitigated program decline*”
- Program health check should give a program a clue it is not on the right track.
- Matchett to bring new language to Provost Fleming prior to FWC re-review.
- **Sanctions short of dismissal workshop session**
 - Committee to develop faculty Code of Conduct: AAUP Statement of Professional Ethics
- **Dismissal proceedings of tenured faculty**

New Business

Call to the Good of the Order: None.

Adjournment

The meeting was adjourned at 5:00pm.