

**FACULTY WELFARE COMMITTEE**  
**UC Aspen A & B**  
**Wednesday, April 26, 2023 | 3:30-5:00PM**  
**Minutes**

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

**Guests:** J. Rich Fredericks

**Absent:** C. Brown, D. Landry

**Call to Order**

The meeting was called to order at 3:31pm.

**Approval of Agenda**

Approved without objection.

**Approval of April 17<sup>th</sup> 2023 meeting minutes**

Approved without objection.

**Chair's Report/Announcements:** None.

**Special Orders:**

• **Election:**

- Are there any additional nominations? None.
- Jeff Brown has been nominated for Chair and Nancy Sileo was nominated for Vice Chair.

MOTION: There is a motion to close nominations and vote by acclamation.

VOTE: Five yeas. The motion passes.

**Unfinished Business**

- **Continued discussion of tenure-track contract language revision of 2-3-202(3)**
  - Provost requests clarification of terms “contract” and “appointment”
  - 1-1-301 states “A tenure-track contract is for a designated period.”
  - Discussion of sentence: “A tenure-track contract is for a designated period not to exceed three (3) years and automatically terminates upon the expiration of that period.”
  - Definition of “successful pre-tenure comprehensive review” in pre-tenure review section.
  - Addition of “establishes evidence they are making good progress towards...”
  - Provide a lane for faculty with less than sufficient progress; “... if the tenure-track faculty member’s progress is insufficient...”
  - Provost has concerns with “in consultation with the unit...” since this only happens in pre-tenure review evaluation.
  - Unit involvement in accordance with the tenure-track evaluation process (1-5 scores, recommendation about faculty progress).
  - Letter documentation in pre-tenure review to include duration of next contract (one, two or three years) through the evaluation process, may determine to offer a contract for less than the probationary period.”

- Definition of probationary period (could mean pre-tenure review until you apply for tenure vs. mandatory tenure application in year six)
- What happens if they apply in their fifth year and fail?
  - What if they wanted to wait until year six but only had a two-year contract?
- 2-3-902(3) (a) Tenure Guidelines

MOTION: There is a motion to send FWC's tenure-track policy language to Faculty Senate.

VOTE: Senbet firsts, Lee seconds. The motion passes.

- **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**

**Comments to the Good of the Order:** None

#### **Adjournment**

The meeting was adjourned at 5.01pm.