

FACULTY WELFARE COMMITTEE

UC Aspen A & B

September 7, 2022 – 3:30p.m.-5:00p.m.

MINUTES

Present: Applegate (Landry), Brown, Endres, Iannacchione, Matchett, Pullen, Senbet, Sileo, Wiegand

Absent:

Guests: Rich Fredericks

Call to Order

The meeting was called to order at 3:33pm.

Approval of the Agenda

Approved with a change in the order of business to examine Instructor Promotion Guidelines after Tenure-Track Proposal.

Approval of the August 24, 2022 meeting minutes

Approved without objection.

Chair's Report/Announcements (Endres)

- Senbet will record live edits of the tenure-track proposal.

Special Orders

Unfinished Business

- **Tenure-track proposal**
 - The committee resumed discussion of the proposal, with particular focus on 2-3-202(3).
 - The proposal as written attempts to tie renewal to performance evaluation.
 - However, there is no direct connection between performance and renewal/nonrenewal in university policy.
 - Tenure-track faculty may be renewed even if their performance scores are low; these faculty would likely be working over the next year to improve their scores.
 - Low performance scores could be used to build a case for non-renewal.
 - Members are still generally in agreement about a 1-1-1-3 pattern for tenure-track contracts, to allow flexibility and adequate feedback in the early years of tenure-track employment.
 - Ensure policy language accounts for faculty who have been granted prior credit toward tenure.

- Upon deliberation, members recommended the second paragraph of 2-3-202(3) read as follows:

A newly appointed tenure-track faculty member (whether or not they are granted prior credit toward tenure) shall receive a one-year contract and is eligible for a one-year contract annually until the time of their mandatory pre-tenure review. Subsequent to a successful pre-tenure review, a tenure-track faculty member shall receive for a contract through the end of the probationary period.

- Consider changing “shall receive” to “is eligible”.
- Add a note to address the condition of program closure.
- Delete the sentence immediately following the paragraph.

- **Sanctions short of dismissal**
- **Dismissal proceedings of tenured faculty**

New Business

- **Instructor promotion guidelines**

- The committee reviewed section 2-3-901(1)(a) and made the following recommended edits:

(a) Instructors are eligible for consideration for promotion to the rank of assistant professor after completion of four years of successful academic performance in a faculty contract at UNC, regardless of rank as long as they have met the minimum requirements necessary for appointment to the rank of assistant professor [See 2-3-302 Rank Requirements]. Years of credit awarded at the time of hire count toward the years of completion.

- Consider whether additional edits are needed to the other Time Guidelines sections, 2-3-901(1)(b), (c), and/or (d).

Other New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 5:00pm.

Tom Endres
Chair

Betsy Kienitz
Recording Secretary