

FACULTY WELFARE COMMITTEE

Aspen A & B

September 21, 2022 – 3:30p.m.-5:00p.m.

MINUTES

Present: Applegate (Landry), Brown C., Brown J., Endres, Iannacchione, Lee, Matchett, Pullen, Senbet, Sileo, Wiegand

Absent: Garrett

Guest: Rich Fredericks

Call to Order

The meeting was called to order at 3:32

Approval of the Agenda

Agenda approved with clarification that Instructor Promotion timeline was first item under Old Business.

Approval of the September 7, 2022 meeting minutes

Approved without objection

Chair's Report/Announcements

Welcome to new members Jeff Brown, Jieun Lee, and Barbara Garrett. Introductions made.

Special Orders

Unfinished Business

• Instructor promotion guidelines

Continued discussion of eligibility timeline, section 2-3-901. Decided that for all four ranks listed the listed following changes would be made:

- Drop “successful academic performance” and list only years needed for eligibility
- Replace with “years in rank: where needed and “in a faculty contract at UNC”
- Add “Years of credit awarded at the time of hire count as years of performance.” at the end of all descriptions.
- Move “Lecturer” section to top of order, to create correct flow of increase in ranks.
- Moved (Wiegand), second (Sileo), unanimous pass of the following language:

(a) Lecturers are eligible for consideration for promotion to the rank of senior lecturer after completion of six years in rank in a faculty contract at UNC, as long as they have met the minimum requirements necessary for appointment to the rank of senior lecturer. [See 2-3-302 Rank Requirements]. Years of credit awarded at the time of hire count as years of performance.

- (b) 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 as years of performance.
- (bc) Assistant professors are eligible for considerations for promotion to the rank of associate professor after completion of four years ~~of successful academic performance~~ in rank in a faculty contract at UNC, as long as they have met the minimum requirements necessary for appointment to the rank of associate professor [See 2-3-302 Rank Requirements]. Years of credit awarded at the time of hire count as years of performance.
- (de) Associate professors are eligible for consideration for promotion to the rank of professor after completion of four years ~~of successful academic performance~~ in rank in a faculty contract at UNC, as long as they have met the minimum requirements necessary for appointment to the rank of professor [See 2-3-302 Rank Requirements]. Years of credit awarded at the time of hire count as years of performance.
- (d) ~~Lecturers are eligible for consideration for promotion to the rank of senior lecturer after completion of six years of successful academic performance in rank in a faculty contract at UNC, (or an analogous rank elsewhere, if negotiated), as long as they have met the minimum requirements necessary for appointment to the rank of senior lecturer. Years of credit awarded at the time of hire count as years of performance.~~

- **Tenure-track proposal**

Continued discussion of 2-3-202(3). Senbet provided insight into BOT comments regarding the precedent set by the recent tenure decision in GER. Moving forward with the 1,1,1,3 approach but, rather than naming the number of years following the mandatory third year review, will simply use language indicating a single contract through application for tenure.

Senbet will edit the document and bring an updated copy to the next meeting.

- Sanctions short of dismissal
- Dismissal proceedings of tenured faculty

New Business

Other New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 5:02pm

Thomas Endres
Chair, Recording Secretary