

FACULTY WELFARE COMMITTEE

CC 2200

Oct. 5, 2022 – 3:30p.m.-5:00p.m.

MINUTES

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

Absent: Pullen

Guest: Rich Fredericks

Call to Order

The meeting was called to order at 3:32

Approval of the Agenda

Approved without objection

Approval of the September 21, 2022 meeting minutes

Approved without objection

Chair's Report/Announcements

Welcome to new member Barbara Garrett. Introductions made.

Special Orders

Unfinished Business

- **Promotion Eligibility Timeline**

Reviewed Codification's edits to eligibility timeline document. Motion by Senbet to approve. Second by Sileo. Unanimous pass. Endres will forward document to Senate.

- **Tenure-track proposal**

Continued discussion of 2-3-202(3). Confirmed our intent that it is annual evaluations until the mandatory third-year review, then a single contract through the probationary period.

Added language for tenure clock extensions and approved leave (Codification will cross check BOT and regulations.)

Question (forwarded from Oscar Levin) raised about giving tenure-track multi-year contracts while tenured faculty only get annual. After discussion, committee felt tenured contracts, by definition, were multi-year contracts due to automatic renewal.

Bigger concern raised if we give a multi-year contract to a tenure-track person; if they are released, then we owe them employment through those years. Decided to leave as is; the instances will be rare and, if they are let go for cause, they are in violation of the contract and the multi-year clause is moot.

Discussion began on next paragraph re: CAO and list of reasons for nonrenewal. Questions about whether list should be considered exhaustive. Rich Fredericks explained that presumably exhaustive lists are problematic legally. Senbet is concerned, if list is only representative, new reasons for cause can be added by administration as desired. This is where 10/19/22 meeting will pick up the discussion.

- 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