

## **FACULTY WELFARE COMMITTEE**

Aspen A/B

November 2, 2022 – 3:30p.m.-5:00p.m.

MINUTES

**Present:** Brown C., Brown J., Endres, Iannacchione, Lee, Matchett, Pullen, Senbet, Sileo, Wiegand

**Absent:** Garrett, Landry (for Applegate)

**Guest:** Rich Fredericks

### **Call to Order**

The meeting was called to order at 3:36

### **Approval of the Agenda**

Pullen asked for clarification on remaining items under Unfinished Business. Following clarification from Senbet, Agenda approved without objection

### **Approval of the October 19, 2022 meeting minutes**

Deferred until Nov. 16 meeting

### **Chair's Report/Announcements**

Search has begun for new Faculty Senate (and Faculty Welfare) admin. Review of eight applicants will be completed by end of the week. Interviews will follow.

### **Special Orders**

### **Unfinished Business**

- **Tenure-track proposal**

Now that non-renewal can be tied to performance evaluation, continued discussion of May 15 notification deadline to inform faculty member they will not receive an additional contract. Discussion looked at department calendars on one end, and Board of Trustees meeting on the other, and determined that May 15 is the most realistic deadline.

Discussion moved to whether or not a faculty member should automatically receive an additional year contact following notification of non-renewal. Nature of the tenure-track “promise” was discussed. Reference was made to the following grid provided by Nancy Matchett, comparing current policy to proposed change:

| Year on TT              | Current policy (not tied to scores on eval)   | Proposed change (in all cases non-renewal may or may not be tied to eval scores)   |
|-------------------------|---|--|
| 1                       | Notify by April 30 that contract will expire 7/31 with no renewal on Aug 1                      | Notify by May 15 that TT contract will end 7/31 and provide a final 1-year contract for 8/1-7/31 of subsequent year.   |
| 2                       | Notify by January 31 that contract will expire 7/31 with no renewal on Aug 1                    | Notify by May 15 that TT contract will end 7/31 and provide a final 1-year contract for 8/1-7/31 of subsequent year.   |
| 3                       | Notify by November 30* that subsequent renewal date will be the final contract year (8/1-7/31). | Notify by May 15 that TT contract will end 7/31. Provide a final 1-year contract for 8/1-7/31 of subsequent year. Non renewal here could be based on either <ul style="list-style-type: none"> <li>• <i>Unsatisfactory pre tenure</i></li> <li>• <i>Other reasons like low program demand</i></li> </ul> |
| 4                       | Same as Year 3  | If got here, they are on 3 year contract so "guaranteed" a tenure review   |
| 5: first elg for Tenure | Same as Year 3  | Still on 3 year contract, so if apply and unsuccessful tenure have option to try in year 6.  |
| 6: mandatory Tenure     | Same as Year 3  | Notify by May 15 if tenure bid unsuccessful. Provide a final 1-year contract for 8/1-7/31 of subsequent year.  |
| 7                       | Final year if do not receive Tenure   | Final year if did not receive Tenure   |

Following discussion, all were in favor of an additional 1 year contract being granted to all faculty in their second year and beyond. Discussion whether a first year person, who would only have one semester of evaluation, should be granted an additional year. Rich Fredericks warned that the BOT would most likely not approve that extension. Moved by Senbet, seconded by J. Brown, to approve additional 1 year contract for first year TT faculty member. Tied vote was broken by chair Endres. Motion failed.

HOWEVER, that discussion brought up the notion of moving performance evaluation from the Calendar Year to the Academic Year. Informal support for this was strong, but this would take a complete retooling of university documents and protocol. *Potential future issue for 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 5:01pm

Thomas Endres, Chair, Recording Secretary