

# **FACULTY WELFARE COMMITTEE**

**March 28, 2018**

## **Minutes**

Members Present: Cieminski, Connolly, DeKrey, Henson, Levin, Luger, McGlaughlin, Senbet.

Member(s) Absent: Blatt, Goodrum.

Guest: Satriana.

### **Call to Order**

The meeting was called to order at 3:30 p.m.

### **Approval of the agenda/March 7, 2018 minutes**

The agenda was approved without objection. The March 7, 2018 minutes were approved unanimously.

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

- Luger welcomed General Counsel Dan Satriana – will join the discussion of faculty contracts.

### **Special Reports**

### **Unfinished Business**

#### **Faculty Contracts**

Satriana outlined the background and request he received to look at faculty contracts (versus the current “salary letter”). Luger outlined the previous contract content (timelines), policy information and the difference between the Board Policy Manual and the University Regulations (RE: legal).

Committee Discussion Items:

- Type of contracts: Adjunct, Contract-Renewable, Tenure-Track, Tenure.
- Contract timelines.
- New contract each year? Annual contract versus no end date contract.
- UNC has a system in place that can also track contracts
- Contractual guarantees per Board Policy Manual.
- State court interpretation of faculty handbooks.
- Length of contract document versus length of current “salary letter”
- Contract end date.
- Pros and cons of re-implementing faculty contracts.
- Would a contract be backdated for the faculty member’s start date?
- Which version of the BPM would be used for the contract?
- What happens when the salary and/or rank changes?
- What happens if the state tenure law is revised?
- Colorado School of Mines contract example-Riley will forward to committee.
- Questions for Satriana:
  - Are UNC faculty better off with or without contracts?
  - What if the Board Policy Manual changes (references in contracts need to change)?
  - What is the legal status of the Metro case (procedural versus substantive)? Satriana will forward information to the Committee.
  - What is the legal status of the Board Policy Manual information/versions?
- Other:
  - Luger has contacted an AAUP recommended attorney (Denver)

Discussion will continue at the April 11<sup>th</sup> meeting.

Conflict of Interest 1-1-502, Nepotism 1-1-504: Topic not covered due to time constraints.

Director/Chair Descriptions: Topic not covered due to time constraints.

### **New Business**

### **Other New Business**

### **Comments to the Good of the Order**

**Adjournment:** The meeting adjourned at 5:00 p.m.

Stan Luger  
Chair

Lori Riley  
Recording Secretary