FACULTY WELFARE COMMITTEE

UC Aspen C
February 19, 2020 – 3:30 p.m.-5:00 p.m.
MINUTES

Present: Anderson, Blatt, Cieminski, DeKrey, Henson, Leek, Levin, Luger, Rich, Senbet, Wiegand
Absent: Cardona, Martin, Mostowfi, Vaughan, Zimmerman

Call to Order
The meeting was called to order at 3:32pm.
Approval of the Agenda
Approved without objection
Approval of the February 5, 2020 meeting minutes.
Approved without objection
Chair's Report/Announcements
- Provost Anderson will make a special report.

Special Orders

Unfinished Business

- **Term Conversion**
  - Move blurb to 3-3-201(1) Contract-Renewable Faculty:
    - "Process for conversion into a tenure-track position or higher into a tenure-track position without further search."
  - Send to Codification for numbering
- **Administrative Search Committees**
  - Reviewed latest numbered draft from Codification
  - Move Purpose statement below title
  - Approve Codification's recommendation to create a new Part 12 for UR Article 3
  - Approve Codification's recommendation to exclude University Counsel from Non-Academic Affairs Searches

MOTION: It is moved to accept the recommendations from Codification and bring the Administrative Position Searches proposal to Senate.
VOTE: Approved by voice vote

- **Director/Chair Discussion**
  - Next time we will start here.
- **Early Retirement | Transitional Appointments 2-3-1301(4) – Request by Marshall Parks for consideration – creating an annual voluntary faculty retirement plan**

New Business

- **Freedom of Expression**

Special Report – Anderson – Administrative Service Centers

- Communication to campus soon regarding changes going forward
  - Message about supporting faculty and student success
  - 5-million-dollar shortfall to address for FY21
  - Changes will occur in Academic Affairs, Student Affairs, and other areas
- Deans will be reaching out to unit leadership, chairs, and other faculty representatives
  - Addressing business operations; no decisions made yet regarding individual people/positions
  - Establish what service centers and faculty/student support will look like within colleges by Spring break
  - Early April - time at which employees whose positions will be eliminated will be notified and restructured positions within colleges will be posted
    - Reallocations will be internal, not open to outside candidates
    - Effectively, layoffs wouldn't occur until the end of the semester
      - Severance would be through the end of June for those who are not selected to fill a restructured position

QUESTION/DISCUSSION:

- Will tuition for dependents be grandfathered in?
  - Unsure if there has been resolution on this issue at this time.
- How will the selection process occur?
  - Selection process at the college level should include faculty input. There may be direct appointments in some instances.
- PVA has only directors, no chairs. Will faculty representatives be included in the selection process?
  - Yes, the spirit and intention for faculty representation is the same across colleges.
- Faculty input is needed to develop additional faculty/student support positions specific to the unique needs within colleges.
- Are fulltime faculty at risk of losing their positions?
  - No, however, money for adjuncts and GA/TAs may be reduced. We aren't eliminative differential workloads, but we are asking leadership to be aware of how overloads affect cost.
- Michelle Quinn will attend the next Executive Committee meeting to address budget changes for the five areas of the University.

Adjournment

The meeting was adjourned at 5:02pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary