

FACULTY WELFARE COMMITTEE

UC Aspen C

March 4, 2020 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Anderson, Blatt, Cieminski, DeKrey, Leek, Levin, Luger, Mostowfi, Senbet, Vaughan

Absent: Cardona, Henson, Martin, Rich, Wiegand, Zimmerman

Guest: Satriana

Call to Order

The meeting was called to order at 3:30pm.

Approval of the Agenda

Approved without objection

Approval of the February 19, 2020 meeting minutes

Approved without objection

Chair's Report/Announcements

- Chair/Director issue – Dan Satriana is attending to aid in discussion.
- Annual/biennial review – Implementation of the ASC means there will be added responsibilities on the shoulders of faculty and chairs. Let's consider whether full professors should be relieved from annual/biennial evaluation.

Special Orders

Unfinished Business

- **Term Conversion**
 - Codification recommends providing a definition of “conversion”.
 - Change “contract-renewable” to “non-tenure-track” in the Eligibility section and throughout.
 - Luger will edit and bring back for review at the next meeting.
- **Director/Chair Discussion – 3-3-1101, 3-3-301**
 - Institutional historical context – During ‘Charting the Future’ there was a move changing programs from departments with chairs to schools with directors. After push back, some programs returned to the department & chair model; others stayed with the school & director model.
 - While Chairs and Directors fulfill similar roles/functions in unit leadership, there are important organizational differences:
 - Chairs are faculty members and are evaluated as faculty members (jointly evaluated by the faculty and the Dean). Chairs carry a teaching load.
 - Directors are exempt administrative staff and are not evaluated by faculty. Directors, in many but not all cases, do not carry a teaching load.

- 3-3-301 – Department Chair Selection and Evaluation could be amended to include Directors.
 - This would ensure faculty involvement in the selection and evaluation.
- 3-3-1101 – Exempt Administration with Faculty Rank could be amended to include Evaluation.
 - The language can be changed to ensure meaningful faculty involvement in selection and evaluation.

DISCUSSION:

- Workload differentiation between chairs and directors: sometimes directors function essentially as chairs, but for some programs the director acts in different, additional capacities (example from PVA).
 - Need to compile data on unit leadership across colleges
 - Asses the duties, workload, professional activities, and stipends
 - Examine the differences between director roles by school
 - The Provost's Office can provide information on unit leader workload.
- Job categories and definitions of employment: policy should be defined around clear differences between chairs & directors and their respective duties.
 - What difference do titles make beyond the type of employment (faculty versus exempt)?
- Program portfolio/restructuring: The Provost's Office is developing metrics for evaluating program health; internal trends and national trends will inform decisions regarding the university's program portfolio. There may be changes to existing structures in the coming years.
- **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**
- **Faculty Senate Consultation on Changes to Benefits**

Other New Business

- **Student-Faculty Dispute Complaints Report**
 - The committee reviewed the annual student-faculty dispute complaints report compiled by the Dean of Students and the Provost's Office.
- **Annual Review rewrite**
 - Consider holding off annual evaluation for full professors
 - Leave annual review in place for other faculty ranks since there are considerations for promotion.

- The original purpose for establishing annual review was for determining merit pay; merit pay hasn't been utilized in years.
- Comprehensive review would still take place.

Adjournment

- The meeting was adjourned at 5:00pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary