

FACULTY WELFARE COMMITTEE

Remote Meeting - Teams

April 8, 2020 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent: Cardona, Wiegand

Guest: Satriana

Call to Order

The meeting was called to order at 3:31pm.

Approval of the Agenda

Approved with addition of student evaluation of faculty.

Approval of the March 25, 2020 meeting minutes

Approved without objection.

Chair's Report/Announcements

Special Orders

Unfinished Business

New Business

- **Tenure Clock Extension revision – 2-3-902(3)(b)**
 - The committee reviewed a revised version of the tenure clock extension policy meant to address *force majeure* events, such as the current pandemic.
 - Codification reviewed and edited the document prior to Welfare meeting.
 - A maximum of two extensions of the tenure probationary period shall be granted.
 - Extensions due to events covered in the *force majeure* clause do not count toward the two extensions limit.
 - The option for tenure clock extension is voluntary.
 - Each extension is for one year, as this aligns with the annual cycle of review.
 - Change “life events” to “events” throughout.
 - Accept the revisions from Codification.
 - With committee approval, the revised policy will go to Senate on 4/13.

Other New Business

- **Student evaluations – Leek**
 - Universities are taking different steps in response to the pandemic to manage student evaluations of faculty, including throwing out student evaluations for the term.

- At UNC, it is up to departments how evaluations are used.

DISCUSSION: Poor student evaluation could negatively impact faculty seeking tenure, as student evaluations are a crucial component for making the determination for tenure. However, students need an avenue to provide feedback about their instructors. There may be cases where faculty fail to adequately provide instruction. Conversely, there are many faculty members who have successfully made the adjustment to online delivery; they should be rewarded for their ingenuity, not have the information discounted. Every faculty member is asked to address student evaluations in their dossier; this narrative provides context to the evaluation. Evaluations could include questions about how the instructor handled the switch to online delivery. This is a department or college-level matter. How would action be pursued through Senate: as a resolution, amendment to policy, etc.? Leek will look into the situation and suggest language next time.

Adjournment

The meeting was adjourned at 4:35pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary