

## **FACULTY WELFARE COMMITTEE**

Remote Meeting - Zoom

January 13, 2021 – 3:30 p.m.-5:00 p.m.

### **MINUTES**

**Present:** Anderson, Applegate, Black, Blatt, Brown, DeKrey, Doerner, Endres, Leek, Luger, Peterson, Schaberl, Stoody, Zimmerman

**Absent:** Wiegand

**Guest:** Senbet

#### **Call to Order**

The meeting was called to order at 3:32pm.

#### **Approval of the Agenda**

Approved without objection.

#### **Approval of the December 2, 2020 meeting minutes**

Approved without objection.

#### **Chair's Report/Announcements (Luger)**

#### **Special Orders**

#### **Unfinished Business**

- **Contract-Renewable Faculty 3-3-201(1)**

- The committee discussed whether there should be a minimum time in service before being eligible to petition for term conversion.

MOTION: Doerner – It is moved to amend the (c)(i) as follows:

**A faculty member is eligible to petition for conversion no sooner than their third semester of full-time service at UNC.**

- Renumber previous (c)(i) as (c)(ii).

VOTE: Approved by voice vote.

- The committee discussed whether to explicitly state that the college Dean must approve the negotiation of years of credit to tenure, promotion, and sabbatical.

MOTION: Luger – It is moved to amend the first sentence of (d)(v) as follows:

If the Chair/Director receives authority to negotiate for a conversion, negotiations may include years of credit toward tenure consideration, promotion consideration, and/or sabbatical leave eligibility **each of which must be approved by the college Dean.**

VOTE: Approved by voice vote.

MOTION: Luger - It is moved to approve the policy as newly amended.

VOTE: Approved by voice vote.

- Send to Codification for review.

DISCUSSION:

- The committee discussed the general question of when do policies become effective and under what circumstances do effective dates need to be specified within a policy.
  - Ask Codification to consider the issue of effective dates.

## **New Business**

- **Faculty Grievance**

- The committee reviewed Codification's proposed revision of the Faculty Grievance policy.
- Luger previously added a revision concerning the recording of the hearing: Upon request, all parties to a grievance, including the President of the University, as well as their counsel/advisors can listen to the audio recording of the hearing.
- DeKrey asked about whether a date should be set for how long to store/when to dispose of audio recordings.
  - Luger will check with Satriana regarding retention of records.
- The committee considered whether an effective date needs to be added to the revised policy and whether the policy changes are substantial enough to warrant an effective date.
  - As previously discussed, ask Codification to consider the issue of effective dates.

## **Other New Business**

- Brown raised a question about years in rank; Luger will look into the matter.
- DeKrey called to the committee's attention a proctoring policy draft created by Academic Affairs.
  - There is concern about the integrity of grades in courses that were moved online and don't have proper proctoring.
  - Anderson noted that the costs associated with vendor contracts for online proctoring have greatly increased.
  - The committee agreed to submit the issue to APC for consideration.

## **Adjournment**

The meeting adjourned at 4:54pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary