

FACULTY WELFARE COMMITTEE

Remote Meeting - Zoom

February 24, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent:

Guests: Levin, Senbet

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the February 10, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

- Student-Faculty Dispute Complaints Report – Luger spoke with Satriana about including a tabulation of the types of faculty involved. He also clarified the numbering issue between DCP and non-DCP complaints. Next Fall we can send a reminder that the Faculty Welfare Committee asked for the number of unique complaints and the inclusion of faculty types.

Special Orders

Unfinished Business

- **Contract-Renewable Faculty 3-3-201(1)**
 - Term conversion was pulled from the Senate agenda for additional revision.
 - The committee reviewed the latest draft, which has edits in section (d) to address recommendations at various levels as well as the CAO's decision.
 - All recommendations (positive or negative) still go to the CAO level.
 - Only if the voting faculty is not in support does the petition not advance to the next levels [see (d)(ii)].
 - The committee approved without objection Wiegand's recommendation to amend the first sentence in (d)(v) to specify that the CAO makes the decision.
 - The committee approved without objection the change to strike "For the purposes of this policy, the definition of voting faculty shall be" from the definition of Voting Faculty in (b).
 - Add "excluding the unit leader" to the definition.

- The committee approved without objection the insertion of “tenure-track” before “position” at the end of the first sentence in (c)(ii).
- The committee approved without objection the deletion of “further” from “without a further search” in (c)(ii) and everywhere else appropriate throughout the policy.
- In (d)(ii), delete “other than the unit leader” from the first sentence since the issue is addressed now in the definition section.
 - Add “voting faculty” to clarify “those who vote”.
- The committee approved without objection Wiegand’s suggestion to include a justification/rationale along with the recommendation at each level, similar to what is already included at the voting faculty level.
- Regarding negotiation of years of credit in (d)(v), the committee agreed on the following sentence: “When a petition for conversion is approved the unit leader shall negotiate years of credit toward sabbatical leave, tenure, and/or promotion.”
 - Each of these items is subject to the approval of the dean and CAO.

MOTION: Doerner – It is moved to approve the policy as amended and send it to Codification for review.

VOTE: Approved by voice vote.

- **Promotion/Academic Ranks**

- The committee reviewed revised language for 2-3-901.
 - To aid in review, the committee also looked at Academic Ranks and Titles subsections 2-3-301 through 303.
 - Note: the rank requirements for Instructor and Associate Professor are identical.
- Remove “full-time” from 2-3-901(1)(a) as it is redundant with the eligibility section, 2-3-901(4).

MOTION: DeKrey – it is moved to amend the second sentence in 2-3-901(4) as follows:

Up to three years credit toward both promotion and tenure may be negotiated by newly hired **tenure-track** faculty members who have been tenured, or who have held tenure-track appointments at another institution of higher education, or who possess a record of outstanding achievement in the area in which they are being hired.

VOTE: Approved by voice vote.

- Without objection the committee approved the following revisions to the following sentences in 2-3-901(4):
 Lecturers **and instructors** may ~~also~~ request up to three years of credit **toward promotion. Credit toward promotion may come from for employment at UNC or** analogous positions at other institutions ~~toward their promotion to senior lecturer.~~
- Change “insure” to “ensure” throughout the policy.

MOTION: DeKrey – It is moved to approve the policy as amended and send it to Codification for review.

VOTE: Approved by voice vote.

- **Annual/biennial review for tenured faculty**
 - The committee began review on 3-3-801(2), Annual/Biennial Review.
 - Triennial review references were added as needed throughout the document.
 - A new section 3-3-801(2)(c)(III) was added to describe the triennial review evaluation period.
 - Because the committee is considering a triennial review option for tenured full professors, the current tenured professor section must be separated into two sections: Tenured Associate Professors and Tenured Full Professors.
 - The 2019-2020 annual/biennial review opt out for tenured faculty would then be moved to its own section.
 - The committee approved without objection DeKrey and Peterson's recommendation to add the following sentence to 3-3-801(2)(b): "No single year may be included in more than one annual/biennial/triennial review."
 - We will continue review next time.

New Business

Other New Business

Adjournment

The meeting was adjourned at 5:08pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary