

removeFACULTY WELFARE COMMITTEE

Remote Meeting - Zoom

March 10, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Anderson, Brown, DeKrey, Doerner, Endres, Leek, Luger, Peterson, Schaberl, Wiegand, Zimmerman

Absent: Applegate, Black, Blatt, Stooddy

Guests: Levin, Senbet

Call to Order

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

Approval of the Agenda

Approved with the addition of term conversion under unfinished business.

Approval of the February 24, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

- One of the responsibilities of the Faculty Welfare committee is to hold hearings for the dismissal of tenured faculty. A dismissal was recently initiated. The faculty member has been informed and has ten working days to submit in writing a request for a hearing before the Committee.
 - Luger proposed the committee schedules additional meetings starting 3/24 on the Wednesdays opposite the remaining Welfare meetings this semester.
 - Luger recommended that next year the committee pursue revisions to the dismissal policy as it is currently lacking clear provisions for deadlines, extensions, confidentiality, etc.

Special Orders

Unfinished Business

- **Term Conversion**

- The committee reviewed the latest edits from Codification.

MOTION: DeKrey – It is moved to approve the revised term conversion policy with Codification's edits and move it to Faculty Senate.

VOTE: Approved by voice vote.

- **Triennial review for tenured full professors**

- The committee continued discussion on the prospect of adding a triennial review option for tenured, full professors.

- Purpose of annual/biennial/triennial review: performance evaluation and to determine eligibility for merit pay
- Question of what the ultimate goal of the annual/biennial/triennial review process is
 - Annual review was implemented primarily for the determination of merit pay eligibility.
 - It replaced the previous step model.
 - Later, biennial review was added to alleviate the burden of annual review.
- Faculty can request a review in any year, regardless of whether the triennial option is added.
- Issues of workload related to annual/biennial reviews both at the unit level and administrative levels
 - Without objection, the committee decided to postpone further discussion until the President can join.

New Business

Comments to the Good of the Order

- Endres invited members to email him if they are interested in attending a movie screening this Friday evening.

Adjournment

The meeting was adjourned at 4:37pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary