

## **FACULTY WELFARE COMMITTEE**

Remote Meeting - Zoom

March 31, 2021 – 3:30 p.m.-5:00 p.m.

### **MINUTES**

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

**Absent:** Blatt, Zimmerman

**Guest:** Levin

#### **Call to Order**

The meeting was called to order at 3:00pm.

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

Approved without objection.

#### **Approval of the March 24, 2021 meeting minutes**

Approved without objection.

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

- No update yet concerning the potential for a dismissal hearing.

#### **Special Orders**

#### **Unfinished Business**

- **Triennial review for tenured full professors**
  - Luger met with Satriana to work on additional revisions, including:
    - Subsection (c) Evaluation period has been clarified to remove the redundancy of calendar year references.
    - References to years have been standardized as 'year 1', 'year 2', etc. instead of 'first year', 'second year', etc.

MOTION: DeKrey – It is moved to approve the document as amended.

#### **DISCUSSION:**

- A further clarifying sentence was proposed to the Procedures section:  
**All years of employment are subject to annual/biennial/triennial review.**
- Further clarifying edits were proposed to subsections (III), (IV), and (V) regarding annual/biennial/triennial reviews for tenure-track faculty, tenured associate professors, and tenured full professors, respectively.

DeKrey accepts the friendly amendments.

VOTE: Approved by voice vote.

- Aside from the primary Annual/Biennial/Triennial Review section [3-3-801(2)], there are three other policies where triennial review references are to be added:
  - BPM Part 8 Faculty Evaluation

- BPM Post-Tenure Review
  - UR additional references: Department Chair Evaluation and Faculty Compensation Procedures
- Under Board Policy Part 8 Faculty Evaluation we have added a new stipulation to both the comprehensive review section and the annual/biennial/triennial review section about submitting dossiers.
  - Without objection, the committee added “rating” to those sentences for clarity:

Failure to submit a dossier for review may result in an overall evaluation **rating** of unsatisfactory.

  - Without objection, the committee approved all three of the additional related documents:
    - BPM Part 8 Faculty Evaluation
    - BPM Post-Tenure Review
    - UR additional references: Department Chair Evaluation and Faculty Compensation Procedures
  - We will plan to bring these items to Senate next Monday.
- **Promotion/Academic Ranks**
  - The committee reviewed the latest draft with edits from Luger and Codification.
    - Most notably, the Eligibility section, 2-3-901(4) was further divided into an introduction paragraph and four subsections.
    - Without objection, the committee added a sentence at the end of 2-3-901(4)(a) to reference the contract-renewable term conversion policy.
  - Without objection, the committee approves the revisions as amended and will move the item to Faculty Senate.

## **New Business**

## **Other New Business**

## **Adjournment**

The meeting was adjourned at 4:52pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary