

FACULTY WELFARE COMMITTEE

Remote Meeting - Zoom

November 4, 2020 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent:

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the October 21, 2020 meeting minutes

Approved without objection.

Chair's Report/Announcements (Luger)

- RSCW misconduct policy – Codification sent us their suggested revisions, and we'll also need to address informing the Complainant when a decision is made to have an investigation.

Special Orders

Unfinished Business

- **Annual/Biennial Review**
 - Luger spoke with the President about the language to confirm administrative support if the proposal moves forward.
 - Language agreed upon at the 10/21 meeting as an addition to 3-3-801(2)(f)(IV): "Tenured faculty may choose to opt out of Annual Review for the 2020 review period or from Biennial Review for the 2019-2020 review period unless they are also submitting a Comprehensive Review that covers either of these time periods."

MOTION: Luger – It is moved to approve the proposal as presented and move forward to the Faculty Senate.

VOTE: Approved without objection.

- Given the quick turnaround time needed, we will send to Schuttler and Satriana for their review this week, instead of waiting for the next scheduled Codification meeting.
- **Contract-Renewable Faculty 3-3-201(1) – *returned for review***
 - The committee addressed the questions raised in Feinstein's memo.
 - Amend the Purpose section as follows:

(a) Purpose. The purpose of this policy is to provide a process by which a contract-renewable faculty member can have their position converted to a tenure-track position without further search. ~~either: (1) petition to have their position converted to tenure-track; or (2) petition to be hired into an available tenure track position without further search.~~

- Remove references to the differentiated options (1) and (2) throughout the document and replace them with appropriate references to conversion without further search.
- Add the following clarifying sentence to the end of the Eligibility section (c)(i): “Evidence of such potential is demonstrated in the dossier.”
- Clarify the voting process outlined in the Petition Process section:
 - At the end of (d)(i), replace “will respond with their recommendation via a vote” with “shall vote on whether to recommend or not the conversion.”
 - At the beginning of (d)(ii) amend the sentence as follows:

A positive recommendation from the voting faculty other than the Chair requires majority support from those who vote. The results of any vote shall be tallied and communicated to the Chair/Director of the unit and to the petitioning faculty member by the chair of the Faculty Evaluation Committee.

- Add the following clarifying sentence to the end of the Petition Process section (d)(v): “The conversion will go into effect at the beginning of the next academic year.”

MOTION: Luger – It is moved to approve the policy as amended and send to Codification.

VOTE: Approved by voice vote.

New Business

- **RSCW Misconduct Policy Revisions – re: Senate Action 1153**
 - Luger provided an overview of the RSCW Misconduct policy.
 - Dean Lyons identified a flaw in the communication loop: The Complainant needs to be informed about proceedings.
 - The committee will continue review next time.

Other New Business

Adjournment

The meeting was adjourned at 4:47pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary