

FACULTY WELFARE COMMITTEE

UC Aspen A & B

January 26, 2022 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Blatt, Brown, Doerner, Endres (Muller), Fulks, Matchett, Schaberl, Senbet, Sileo
(Senbet), Williams

Absent: Applegate, Wiegand

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:35pm.

Approval of the Agenda

Approved without objection.

Approval of the January 12, 2022 meeting minutes

Approved without objection.

Chair's Report/Announcements (Senbet)

- We will have a Zoom link for members to attend virtually.

Special Orders

Unfinished Business

• Chair/Director discussion

- Levin presented a new draft incorporating feedback from the last meeting.
- Distinction between chairs and directors:
 - Director (administrator) – any unit leader with a full-time administrative assignment.
 - Chair (faculty) – any unit leader of a department or school with less than a full-time assignment to unit leader duties.
- Throughout BPM/UR, references to department chairs, school directors, and/or program area coordinators as a group will be replaced with “unit leader” where appropriate.
 - Similarly, references to departments, schools, and/or free-standing programs will be replaced with “unit” where appropriate.
- Also, the requirements for being counted as voting faculty will be clarified to include faculty workload in service (including chair responsibilities).
 - Faculty on full-time administrative assignment (e.g., deans, directors) will continue to not be included as voting faculty.
- The committee read through the proposal document to review the changes.

DISCUSSION:

- Evaluation of directors:

- Directors are not subject to the faculty evaluation process; they are subject to the professional staff evaluation process.
- The committee decided to leave director evaluation as it is currently written; see 3-3-1101(4).
- Thoughts on the Definitions section:
 - Allow Codification to determine appropriate placement in UR or BPM.
 - Delete “area” from “free-standing program area”.
 - Delete definition #5: “Program coordinator: A program coordinator is any unit leader of a free-standing program.”
 - The term “program coordinator” is also used for positions that are not unit leaders.
 - The use of “unit leader” should cover the policy areas where chairs, directors, and free-standing program coordinators need to be denoted as a group.
- Voting faculty definition:
 - Add a sentence to explicitly say that librarians are included as members of the voting faculty.
- In 3-3-301(4), ask Codification to fix the reference to 3-3-801(f), which is missing a number.
- School director policy, 3-3-1101:
 - Addition to 3-3-1101(1)(b):

Selection of off-campus candidates for the position of school director will follow established University procedures for the hiring of full-time **faculty into a tenured position at the rank of associate professor or professor-tenured-track faculty.**

- The committee discussed but did not choose to change the term of service for directors [five years]; see 3-3-1101(2).
- Ask Codification to fix the reference to Deans Evaluation in 3-3-1101(4).
- Create a new section 3-3-1101(5) for the Relief of Director Responsibilities:

3-3-1101(5) Relief of Director Responsibilities. If for any reason the dean believes that a change in unit leadership is necessary, the dean may, in consultation with the CAO, relieve the individual of director responsibilities. Unless circumstances prohibit, such action will not be taken except after consultation with the unit faculty.

- Although beyond the scope of these chair/director changes, the committee may at a later time take up the issue of defining departments and schools.

MOTION: Doerner – It is moved to approve the chair/director policies proposal with the changes discussed and send it to Codification.

VOTE: Approved by voice vote.

- **Sanctions short of dismissal**

- Satriana plans to bring a draft for review at a later meeting.

- **Dismissal proceedings of tenured faculty**

New Business

- **Vice-chair election**

- Senbet nominates Jim Doerner as vice-chair; Doerner accepts the nomination.

VOTE: Approved by acclamation.

Other New Business

Comments to the Good of the Order

- Doerner brought up the difficulties in faculty evaluations relating to the minute distinctions between the ratings on the five-point evaluation scale.
 - This may be an issue the committee takes up at a later time.

Adjournment

The meeting was adjourned at 4:51pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary