

## **FACULTY WELFARE COMMITTEE**

UC Aspen A & B

February 9, 2022 – 3:30 p.m.-5:00 p.m.

### MINUTES

**Present:** Applegate, Blatt, Brown, Doerner, Endres (Muller), Fulks, Schaberl, Senbet, Sileo, Wiegand

**Absent:** Matchett, Williams

**Guests:** Levin, Satriana

#### **Call to Order**

The meeting was called to order at 3:36pm.

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

Approved without objection.

#### **Approval of the January 26, 2022 meeting minutes**

Approved with clarification in the director evaluation discussion.

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

- The French and German programs in World Languages will be discontinued. The perception from faculty is that the process leading to this decision was not transparent, nor was there adequate communication.
- A policy should be developed to articulate the process for sunseting programs. Also, faculty need to be aware of the specific metrics/criteria involved in evaluating the viability of programs.
- Another concern is how tenure applications are handled and if applications can be halted by inaction at the dean level, essentially creating a pocket veto. We should consider adding a timeline for administrative response to the tenure application policy.

#### **DISCUSSION: *Tenure-Track [See 2-3-202(3)]***

- A tenure-track faculty member is subject to non-renewal at the end of the contract period; the tenure-track appointment is for a period of up to one academic year.
- Tenure-track faculty are entitled to notice of non-renewal within a certain time; if notification is not given within the prescribed time, the employee is entitled to extended employment or severance pay.
- Non-renewal may be based on lack of need, not just for performance issues.
- A tenure-track faculty member's employment status does not change based on having submitted a tenure application. Until the tenure application is fully approved, the tenure-track employee is subject to non-renewal.
- There is also an implicit understanding that, short of some major event, the university would give due consideration to their performance evaluation when deciding their long-term status.

## Special Orders

### Unfinished Business

- **Chair/Director discussion**

- **Sanctions short of dismissal**

- Satriana presented a first draft of the sanctions short of dismissal policy, Faculty Discipline Procedures (FDP).
- The policy is intended to be placed in University Regulations.
- The Purpose and Scope section outlines why it's important to provide structure for dealing with misconduct and explains where certain kinds of misconduct would be handled through other processes (e.g., DCP, RSCW Misconduct).
- The dean (or their designee) handles the inquiry and determination about allegations of misconduct.
- Faculty appeals are handled by the CAO.

### DISCUSSION:

- Members expressed concern about the lack of faculty engagement in the process. As the draft is currently written, only the deans and CAO have authority.
  - Perhaps there should be a faculty appeals committee as an intermediate step between the dean and CAO levels.
- Other questions/considerations:
  - What role might unit leaders have in the process?
  - Should the CAO's decision be appealable, and if so, to what level?
- Members discussed the scope of behavior that might be subject to this policy. Concern was raised about:
  - the "regardless of the location the conduct occurs" clause,
  - the possibility of being disciplined for matters not related to the conditions of UNC employment,
  - the possibility of being disciplined for matters involving persons not affiliated with UNC, and
  - the possibility of free speech infringement.
- Members recommended limiting the scope to matters pertaining to employment and/or having an impact at UNC, regardless of location.
- Members recommended adding a section about encouraging discussions at the unit level, having an informal process that may lead to resolution of some matters without having to pursue the formal FDP process.

- **Dismissal proceedings of tenured faculty**

### New Business

- **Faculty Senate bylaws**

**Other New Business**

**Comments to the Good of the Order**

**Adjournment**

The meeting was adjourned at 5:09pm.

Dawit Senbet  
Chair

Betsy Kienitz  
Recording Secretary