

FACULTY WELFARE COMMITTEE

UC Aspen A & B

February 23, 2022 – 4:00p.m.-5:00p.m.

MINUTES

Present: Applegate, Brown, Doerner, Endres (Muller), Matchett, Schaberl, Senbet, Sileo (Senbet), Wiegand

Absent: Blatt, Fulks, Williams

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 4:04pm.

Approval of the Agenda

Approved without objection.

Approval of the February 9, 2022 meeting minutes

Approved with clarification to the discussion section under Chair's Report.

Chair's Report/Announcements (Senbet)

- The issues concerning tenure-track employment and evaluation were discussed at the Faculty Senate Executive Committee meeting this week.
- There does not appear to be consensus about what is the correct interpretation of policy regarding the relation between the evaluation policy and employment decisions.

DISCUSSION:

- Committee members discussed impacts to faculty morale and the general lack of awareness among some faculty that non-renewal in tenure-track lines may be based on factors other than performance.
- There is an expectation for continuance/long-term commitment in tenure-track lines, as opposed to contract-renewable lines.
- There is an assumption that tenure application decisions are based on program area evaluation criteria and the results of comprehensive review, not outside circumstances. (See 2-3-801, 2-3-901, and 3-3-801.)

Special Orders

Unfinished Business

- **Chair/Director discussion**
- **Sanctions short of dismissal**
 - Satriana presented a revised draft of the sanctions short of dismissal policy, Faculty Discipline Procedures (FDP).
 - Two new terms have been added to the list of definitions:

- Inquiry: An informal process by the Dean to gather information about alleged Misconduct by a Faculty Member. The process includes outreach to the Faculty Member as well as to other people who may have knowledge of information relevant to the issue of whether Misconduct has occurred. As part of the Inquiry, the Dean may seek advice and counsel from UNC's Human Resources Department and/or General Counsel.
- Reasonable Cause: Information that, if true, supports the proposition that Misconduct has occurred.
- Members suggested stronger language in the definition of Misconduct:
 - Conduct by a Faculty Member **when acting in their capacity as a university employee**, regardless of the location the conduct occurs, that when considered in the totality of the circumstances, results in an Outcome under the FDP.
- Members expressed concern about how the university's "respectful behavior statement" might relate to (a) under the definition of Misconduct.
 - Free speech/expression should not be construed as Misconduct under the FDP.
- The committee discussed how to incorporate faculty oversight into the FDP.
 - Perhaps add a reference about the Faculty Grievance committee as a means to address instances of alleged misapplication/misinterpretation/violation of the policy.
- Members suggested strengthening the Inquiry definition:
 - As part of the Inquiry, the Dean **shall-may** seek advice and counsel from UNC's Human Resources Department and/or General Counsel.
- The committee will continue review at a later meeting.

- **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 5:02pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary