

FACULTY WELFARE COMMITTEE

UC Aspen A & B

April 13, 2022 – 3:30p.m.-5:00p.m.

MINUTES

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

Absent: Blatt, Brown, Doerner, Fulks, Schaberl, Williams

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:30pm.

Approval of the Agenda

Approved with a change in the order of business to prioritize discussion of the tenure-track proposal.

Approval of the March 30, 2022 meeting minutes

Approved without objection.

Chair's Report/Announcements

Special Orders

- **Officer nominations**

- Senbet nominated Doerner for Chair, and Doerner accepted the nomination.
- Muller nominated Endres for Chair, and Endres accepted the nomination.
- Nominations will be open until the election is held at the next meeting.

Unfinished Business

- **Sanctions short of dismissal**
- **Dismissal proceedings of tenured faculty**

New Business

- **Tenure-track proposal**

- Senbet presented an initial draft proposal that addresses the issues concerning policies of tenure-track employment and comprehensive review.
- The proposal is designed to demonstrate UNC's commitment to its tenure-track faculty in the following ways:
 - specifying that a tenure-track position is a probationary period leading to tenure decision
 - specifying the reappointment or non-reappointment of a tenure-track faculty member is based on performance evaluation
 - allowing for one-, two-, and three-year contracts for tenure-track positions

- adding a 20 working days clause to prevent inaction on comprehensive reviews at administrative levels

DISCUSSION:

- We are seeking to clarify the tenure-track policy in a way that is agreeable both to faculty and the administration.
- Members discussed their varying views of tenure-track status and under what circumstances a tenure-track faculty member may not be renewed (performance-related factors and/or other reasons).
 - What factors outside of performance may impact decisions to not renew tenure-track faculty: program closure, program shrinking/restructuring, lack of enrollment, etc.
 - University administration believes the above reasons are appropriate reasons for non-renewal.
 - There might be some instances where, even if a home unit closes, a tenure-track faculty member might have the skills needed in another program.
 - Ultimately, *all* factors impacting decisions relating to employment should be clearly communicated to tenure-track faculty. There must be full disclosure of all elements.
- Members discussed the potential pros/cons of offering multi-year contracts to tenure-track faculty.
 - Multi-year contracts may bring a sense of stability in and commitment to the position.
 - Tenure-track faculty are entitled to notice of non-renewal; they are not entitled to a chance to apply for tenure. Multi-year contracts would not change this.
 - Multi-year contracts may be problematic if a program becomes ‘stuck’ with someone who may not be the great teacher/colleague the unit thought they’d be.
 - Although the proposal is written to allow single year contracts where multi-year reappointment “is not warranted”, a member expressed concern about building a policy that sets up the expectation for multi-year contracts.
 - Check what type of multi-year contracts are permissible by law.
 - If we agree to the option of multi-year contracts, we also must decide if the tenure-track faculty will be subject to annual review.
- It is crucial that a process is developed for evaluating and closing programs. Faculty need to be aware of their program’s health and whether their program may face closure and on what timeline.
- Any policy changes should support tenure-track faculty while also allowing for flexibility for innovation of the university (e.g., responding to enrollment needs by growing programs, restructuring programs, adding new programs, etc.).
- The committee will continue discussion to work toward policy changes agreeable to all parties.

Other New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 5:00pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary