

## **FACULTY WELFARE COMMITTEE**

UC Aspen A & B

November 3, 2021 – 3:30 p.m.-5:00 p.m.

### MINUTES

**Present:** Applegate, Brown, Doerner (Johnson), Endres, Johnson, Matchett, Murza, Senbet, Sileo, Wiegand

**Absent:** Blatt, Fulks, Williams

**Guests:** Levin

#### **Call to Order**

The meeting was called to order at 3:33pm.

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

Approved without objection.

#### **Approval of the October 20, 2021 meeting minutes**

Approved without objection.

#### **Chair's Report/Announcements**

- We will try to save the last part of the meeting to review the SFDC Report.

#### **Special Orders**

#### **Unfinished Business**

##### **• RSCW Misconduct policy**

- The committee reviewed the RSCW Misconduct policy recommendations from Codification.
- The committee voted in favor of using the alphabetical order of definitions.
- The committee accepts most Codification recommendations.
- 3-8-102(6)(a) – Change “a” to “an” ahead of “Investigatory Committee (IC)”.
- 3-8-102(6)(e) – Rewrite second sentence to read that the processes “may include, but are not limited to, a” fact-finding hearing.
- 3-8-102(6)(j)(iii) – Revise section to for clarity.

#### **DISCUSSION:**

- In 3-8-102(1) Definitions: Complainant and Respondent definitions use the phrase “any individual”, but what about groups? Does the use of “individual” work in cases of multiple individuals/groups?
  - Can there be class action in RSCW misconduct?
  - The committee will ask Satriana for his recommendation.
- The committee will continue review next time.

##### **• Chair/Director discussion**

- Levin drafted an initial proposal for the committee's consideration.

- The main question is whether to eliminate the distinction between school directors and department chairs, making them two names for essentially the same thing.
- Levin is collecting feedback from current school directors as to their thoughts about potential changes, like whether they want to be counted as faculty or continue as administrators.

#### DISCUSSION:

- Definition of voting faculty, 2-3-103(2)(c):

The voting faculty shall be those members of the faculty defined above who hold at least .50 academic year full-time equivalent (FTE) instructional and/or research assignments in the colleges, and University Libraries, excluding deans and school directors, but including librarians. Faculty not meeting these criteria may petition the Faculty Senate for voting privileges.

- Faculty should be doing *faculty* work, not primarily *administrator* work if they are included as members of the voting faculty.
- It's not clear why *faculty service* is not included toward the at least .5 FTE needed for voting faculty status, like instructional and/or research assignments are included.
- Not all school director positions are easily equated to department chair positions; for instance, the role of the Director of the School of Music is overwhelmingly administrative in nature.
- In many ways, director roles are more akin to Associate Dean roles than they are to chair roles.
  - For example, EBS has one school director who is also an Associate Dean, although other directors in that college are not.
- However, some directors think of themselves more as faculty; they want to be able to serve on faculty councils/committees and earn time toward promotion and sabbatical.
- It appears there is still a need for separate director and chair roles; the distinctions between the roles need to be clarified.
- One advantage to making director roles the same as chair roles would be that directors would then be evaluated by their faculty, as is the case for chairs.
- Chairs are explicitly part of their program area faculty, whereas directors may or may not be. A director may lead a school housing multiple disciplines.
- In cases where directors are less than 1.0 and split with a faculty role, tracking vacation time (for the administrator portion) and time accumulated toward promotion/sabbatical (for the faculty portion) becomes confusing.
- The committee will continue discussion next time.

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

**New Business**

- **Student-Faculty Dispute Complaints Report**

**Other New Business**

**Adjournment**

The meeting was adjourned at 5:01pm.

Dawit Senbet  
Chair

Betsy Kienitz  
Recording Secretary