

FACULTY WELFARE COMMITTEE

UC Aspen A & B

December 1, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent: Blatt, Fulks, Sileo

Guest: Parks, Satriana

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the November 17, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

Special Orders

Unfinished Business

• Chair/Director discussion

- Satriana and Parks joined the committee to aid in the discussion of chair/director roles.
- Last time, our discussion focused on the distinction between 1.0 FTE directors and those with a less than 1.0 FTE administrative role, which are more like chairs.
- Levin's initial proposal would change all directors from administrators to faculty, essentially making the titles of "chair" and "director" synonymous.
 - Directors would be faculty members subject to the same policies and evaluation procedures as chairs.
 - One of the main reasons for proposing such a change is to ensure that all unit leaders are evaluated by their faculty.
- Matchett provided a handout that uses examples from NHS (all are 80% director duties + 20% faculty duties) to outline the differences between current practice and Levin's proposal.

DISCUSSION:

- Applegate suggested allowing 1.0 FTE directors (those with *only* administrative duties) to keep their roles as administrators.

- Some schools (e.g., Music, Nursing) need dedicated administrative management year-round and would not be better served by faculty directors with a 9-month assignment + summer stipend.
 - The faculty evaluation process may not be suitable for unit leaders with no faculty duties.
 - Annual evaluation by the dean with input from the faculty may be more appropriate for unit leaders whose workload is 100% administrative.
 - Perhaps the 1.0 FTE directors (administrators) could be retitled, maybe as “associate deans” or some other title, to differentiate them from faculty chairs/directors.
 - The committee will continue to work from Levin’s proposal and make a distinction for 1.0 FTE directors (administrators).
 - The committee briefly discussed changing the definition of voting faculty:
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.
 - Some possible options/considerations:
 - Faculty service could be added into the .5 FTE equation, along with instructional and research assignments.
 - The definition could be changed to include any member of the faculty who is not in a full-time administrative role.
 - School directors will need to be included if they are converted to faculty.
- **Sanctions short of dismissal**
 - In preparation for the 01/12 meeting, Satriana will draft an appeal process based off the student code of conduct model for appeals.
 - **Dismissal proceedings of tenured faculty**
 - Satriana will also work on clarifying the issues previously identified in the tenured faculty dismissal policy.

New Business

Other New Business

Comments to the Good of the Order

- Endres is going on sabbatical next semester.
- Murza is starting an associate dean role next semester and will not be returning.

- Regarding the question from last time of how instances are compiled in the Student-Faculty Dispute Complaints (SFDC) Report, Satriana reported:
 - Multiple reports of a single incident are counted as one complaint.
 - Multiple incidents involving the same person across a number of days are recorded as separate complaints.
 - All complaints are assessed for credibility.

Adjournment

The meeting was adjourned at 4:52pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary