

FACULTY WELFARE COMMITTEE

UC Aspen A & B

August 24, 2022 – 3:30p.m.-5:00p.m.

MINUTES

Present: Applegate (Landry), Brown, Endres, Iannacchione, Matchett, Pullen, Sileo

Absent: Wiegand

Guests: Rich Fredericks, Senbet

Call to Order

The meeting was called to order at 3:34pm.

Approval of the Agenda

Approved without objection.

Approval of the April 27, 2022 meeting minutes

Approved without objection.

Chair's Report/Announcements (Endres)

- Welcome and introduction of committee members.

Special Orders

- **Vice-Chair nominations**
 - Landry was nominated for Vice-Chair.
 - Landry was approved by acclamation as Vice-Chair.

Unfinished Business

- **Tenure-track proposal**
 - Endres and Senbet presented recent edits to the tenure-track proposal originated last Spring.
 - Features of the proposal:
 - states that tenure-track contracts are designed to be a probationary period leading to a tenure decision
 - adds the option of having multiyear tenure-track contracts
 - addresses the rationale/purpose of tenure
 - establishes a timeline for administrative action
 - The recent edits include:
 - a provision that renewal of tenure-track faculty members is based on their performance evaluation
 - a 2-1-3-year pattern of tenure-track contracts
 - a requirement for a letter from the CAO stating the rationale for non-renewal decisions

DISCUSSION:

- Multiyear contracts would limit the unit faculty's ability to non-renew tenure track faculty.
 - There are cases where units may not want to renew tenure-track faculty after their first year of employment.
- Multiple members expressed support for a 1-1-1-3-year pattern of tenure-track contracts.
 - This pattern would allow for flexibility and adequate feedback in the early years of tenure-track employment.
- Members discussed conditions for non-renewal.
 - Beyond performance, there are other reasons that a tenure-track faculty member may not be renewed (e.g., program closure, enrollment decline).
 - Consider what other conditions/criteria may lead to non-renewal and state all reasons clearly in the policy.

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

New Business

Other New Business

Comments to the Good of the Order

- Landry will chair the October 19th meeting in Endres' absence.
- Senbet declared his intention to be appointed as a member of FWC, beyond his *ex-officio*, non-voting status as Senate chair.

Adjournment

The meeting was adjourned at 4:58pm.

Tom Endres
Chair

Betsy Kienitz
Recording Secretary