

FACULTY WELFARE COMMITTEE

UC Council Room

Wednesday, October 9th, 2024 | 3:40-5:00PM

Present: Barkley, DeKrey, English, Iannacchione, Kyle, Lunaris, Senbet

Zoom: Kang, Landry, Lee, Kang, Trask

Absent: Wieben

Call to Order 3:40pm

Approval of Agenda approved without objection

Approval of September 25, 2024, meeting minutes approved without objection

Chair's Report/Announcements

1. First meeting of COM subcommittee scheduled for October 10, 10:30 AM in CC2201

Special Orders

Unfinished Business

1. Faculty Evaluation – examine frequency and timeline of comprehensive and other evaluations with a goal of reducing the burden on faculty and administrators of unnecessary and/or inefficient evaluation practices (including ABT review, performance levels, AY versus calendar year timing, and program area evaluation practices).
 - (a). Approve changes to 1-1-307
 - a. Motion to approve changes to 1-1-307 made by Lunaris, seconded by Iannacchione.
 - i. DeKrey will hold on to the document until other policies are reviewed.
 - ii. Friendly amendment – remove “;” in last Post -Tenure Review paragraph
 - b. Approved unanimously
 - (b). Review recommended reorganization of 2-3-801 and edits from 9/25/2024.
 - a. 2-3-801(1) Definitions.
 - i. 2-3-801(1)(b) Dossier:
 1. Clarification on “(3) appropriate documentation”
 - a. The term “appropriate documentation” seems to be very broad
 - b. Replace “appropriate documentation” with “any relevant documentation based on the unit’s evaluation criteria”
 2. Replace “from each year” with “during the review period” in part (4).
 3. Insert “review” between “subperiod” and “letters” in the last sentence.
 4. The definition of “subperiod” will need to be added to the list of definitions.

- ii. 2-3-801(1)(e) Program Area:
 - 1. The use of “Program Area” is used differently in some units.
 - a. DeKrey will reach out chairs to clarify the use of “Program Area”
 - b. Landry shared that in the School of Music, they use the term Program Areas. Divisions are sub-areas of the program areas, and the evaluations occur within the program areas.

- iii. 2-3-801(1)(j) Department Faculty:
 - 1. Insert “member” after “faculty”

- iv. 2-3-801(1)(l) Evaluation level:
 - 1. DeKrey proposed to keep the current 5-level system rather than switch to a 3-level system.
 - a. A 3-level system would simplify evaluations, but units would need to reevaluate their criteria, potentially causing pushback.
 - i. A shift to 3 levels would require the provost to review updated evaluation criteria across all units.
 - ii. Allowing the choice of 3 levels or 5 levels will bring up issues and more work for units.
 - b. Merit pay was cited as a reason for keeping 5 levels, though merit is no longer used.
 - c. With the change of Annual/Biennial/Triennial to subperiod won’t units already have to make the changes?
 - i. It isn’t really substantial change unlike the changing of scale
 - d. Lunar is agrees to keep the 5 levels and put it on hold until there is mandate issued, then FWC make the revisions and suggests a separate scale for distinguished professor when that decision is made.
 - 2. MOTION: Lunar is moves to maintain the 5 levels, with revision to be made if mandated in the future, seconded by Iannacchione.
 - 3. VOTE: approved unanimously

- v. 2-3-801(1)(m) Evaluation Scale:
 - 1. The question, 'Why round to the nearest tenth and not just to the nearest whole?' was asked.
 - a. Lunar is stated that rounding to the nearest 10th relieves some angst in some junior faculty.
 - b. In section 2-3-801(2)(F) scores are assigned, however it was mentioned that there should be some transparency in the “(scores plus reasons addressing criteria).”
 - 2. How would you go about a faculty member that has a joint appointment?
 - a. Evaluations are done in their “home” unit

- b. In the case of a 50-50 dilemma, we should do what's best in interest for that faculty member
 - c. Senbet will share the P&P document with DeKrey addressing joint-appointed faculty.
- b. Stopped at 2-3-801(2) Comprehensive Review, will continue at next meeting.
- (c). Discuss procedure for units containing fewer than three tenured/tenure-track faculty members in 2-3-801(2)(b)(II)(4).

New Business

1. Distinguished Professor designation
2. Consideration of service and professional activity weighting within faculty evaluation
3. Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
4. Step-back policy
5. Advocate for faculty free access to recreation center

Call to the Good of the Order

Insert page numbers for the next meeting.

Adjournment 4:59pm