

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, April, 24th, 2024| 3:30-5:00 PM
Minutes

Present: Barkley, Brown, DeKrey, Dineen, Engstrom, Garrett, Iannacchione, Senbet, Sileo
Zoom: Lee
Absent: Landry, Wieben, Wiegand

Call to Order 3:32pm

Approval of Agenda, approved without objection

Approval of April 10th, 2024, meeting minutes approved without objection

Chair's Report/Announcements – Thank you, everyone for all your help! Lee for stepping in as Governance Coordinator! Jordan for your administration insights and Dan for your legal insight!

- Feedback from Provost office about Tenure Track Policy:
 - The 20-day and 30-day deadlines for comprehensive reviews would create large workload.
 - Is it better to put a specific date or use 20-days/30-days?
 - A memo with more information would be needed to gain a better understanding.
 - Semesters move around a lot, so having a specific date would be worrisome.
 - Having an end-of-semester date may work best.
 - Monday before finals week
 - How many days would work for provost and deans?
 - Considering 40 days for provost and 30 days for deans with the consideration that Deans receive evaluations at different times.
 - If evaluations are done in the fall they should be done by the end of the semester, is it possible to work backwards from that?
 - It is possible.
 - Pre-tenure, Tenure, post-tenure doesn't have to be done all in the same semester, which is what Kirsty wants; a roadmap on what needs to be done by specific dates
 - Pre-tenure, tenure, and post-tenure processes do not need to be completed within the same semester.
 - A clear roadmap with specific deadlines for each stage will help with understanding the bigger picture.
 - Actionable items will be prioritized such as those with contract dates.
 - Creating a roadmap, addressing calendar issues and redundancy in evaluation is recommended before bringing forth to Board of Trustees
- After addressing feedback Brown feels better about bringing to FS.
 - Move forward and advocate for faculty. Then continue to work on establishing a roadmap.

Special Orders

Unfinished Business

- Tenure Track Policy, codification
 - Changes from codification have been accepted with the exception of :
 - New language for deans and CAO
 - Insert “by Monday of the last week of classes of the applicable term.” In CAO process
 - Keep original language in 2-3-202(3)(a)
 - 2-3-801(4)(c)(VII)
 - Omit “review”
 - MOTION: DeKrey motions to approve and bring to Faculty Senate, Iannacchione seconds
 - VOTE: approved unanimously
 - Tenure Track Policy, next steps
 - FS on 4/29
 - Brown will write a memo for Barkley and Fleming; then send to Faculty Senate members.

New Business

- Election of new FWC Chair
 - DeKrey elected chair by acclamation
 - Iannacchione elected vice-chair by acclamation

Comments to the Good of the Order

Satriana: Thank you, for allowing me to work with this committee before and after retirement!

Brown: Thank you, Dan, for being a great person!

Thank you, Jeff, for chairing this committee! Have a great summer!

Adjournment 4:59pm

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, April 10th, 2024| 3:30-5:00 PM
Minutes draft

Present: Barkley, Brown, DeKrey, Engstrom, Garrett (Sileo), Iannacchione, Landry, Lee, Satriana, Senbet, Sileo, Wieben, Wiegand (Markowski)

Zoom:

Absent:

Call to Order: 3:34pm

Approval of Agenda: approved without objection

Approval of March 27th, 2024, meeting minutes: approved without objection

Chair's Report/Announcements – There are 2 more FWC meetings. The Tenure Track Policy will be completed today, and we received some new feedback from Kirsty. Nominations for FWC will also take place today.

Special Orders

Unfinished Business

- Tenure Track Policy
 - Feedback from Fleming, (comments can be found in email attachment)
 - What is the goal of the proposed changes and what other policies and process needs to be changed in order to accommodate the proposed changes?
 - The purpose is to change the structure of TT contracts and to more closely link reappointment with program area faculty/chair evaluation.
 - Purpose/ rationale:
 - Change last sentence to “This proposal is designed to demonstrate UNC’s commitment to its tenure-track faculty members and to link tenure-track reappointment to tenure-track contract faculty evaluations.”
 - Suggested Changes:
 - Moving to academic calendar
 - Currently annual evaluations do not go to Provost, necessary evaluations for reappointment should go to Provost.
 - 1-1-301(3)
 - End third sentence with “to reappoint the employee” and strikeout “at the end of any contractual period for the subsequent academic year.” To clear up inconsistencies.
 - 2-3-202(3)(b)
 - Will need to come back about it
 - Is “assessment” the right term in this situation?

- Yes, it is.
- Addressing “consultation language”:
 - Replace “in consultation with the unit’s leader and the dean of the college” with “after reviewing the evaluation portfolio,”
- Addressing the confusion on “limited to”:
 - Including “limited to” states that the points made are important reasons but not the only reason.
 - There is a chance that previous paragraphs talk about ... and the list goes into reasons to non-renewal.
 - The language needs to be written carefully in the case where a faculty member fails an evaluation, they are still bound by the three-year contract.
- Addressing how CAO makes a decision:
 - 2-3-801(4) in Board Policy will be updated to indicate that the CAO will make the decision.
 - Insert a (VII)
- Using one semester worth of data
 - It is proposed that this will go into effect Fall 2025
 - The new calendar change will need to go into effect or start before the policy goes into effect.
- Addressing whether Dan is okay with it the language.
 - Dan agrees with the language used and the AAUP guidelines have been followed.
- The last comment is addressed in the latest version.
- Final review:
 - 2-3-202(3)(b)
 - Last sentence of first paragraph to
 - “Subsequent tenure-track contracts are contingent upon 1) the performance evaluation of the tenure-track faculty member according to their unit’s approved criteria and procedures or 2) non-evaluative reasons.”
 - Unstricken (a) and correct ordering
 - Dan will work on “base salary” sentence that will be placed at the end of part (b)
 - 2-3-801(4)(c)
 - Insert a part (VII)
 - Insert the language of when evaluations go to the provost.
- Will go to Codification for review and returned for approval before sending to FS

New Business

- Nominations for Fall 2024-Spring 2025 Chair
 - Senbet nominates Greg DeKrey (accepts) for FWC chair
 - Sileo nominates Brian Iannacchione (accepts) for FWC vice chair

Comments to the Good of the Order

Thank you, Jeff! Thank you, Greg, and Brian for accepting nominations!

Adjournment 4:46pm