

**FACULTY WELFARE COMMITTEE**  
**Campus Commons 2200**  
**Wednesday, September 11th, 2024 | 3:40-5:00PM**

**Present:** Barkley, DeKrey, English, Garrett, Iannacchione (Lee), Kang, Kyle, Landry, Lee, Lunaris, Senbet

**Zoom:** Trask, Wieben

**Absent:**

**Call to Order** 3:40pm

**Approval of Agenda** approved without objection

**Approval of August 28, 2024, meeting minutes** approved without objection

**Chair's Report/Announcements**

- **Meeting with AVP for HR, Robert Hepperle: October 23<sup>rd</sup>**
  - He will discuss benefits, and any Welfare business will be postponed until the next meeting.
- **Communication regarding Statement on Elections, Invitation to consider the statement again after revision (9/4/2024) – Britney Kyle will discuss with Nancy Matchett if requested**
  - It was stated that feedback maybe needed to be more detailed and specific.
    - The tone of the document was recognized to be an issue.
  - A guidance document, including resources and reference to the Board Policy would be very helpful.
  - Barkley will inform Nancy Matchett that Welfare would like to pass the document over to the Bears Vote Coalition.
  - MOTION: Garrett moves to pass the document to the Bears Vote Coalition for further review, seconded by Landry
  - VOTE: The motion was approved unanimously
- **Financial conflict of interest policy – Britney Kyle spoke with Robbie Weis (Chair, FRPB) – FRPB will review that policy (8/29/2024)**
- **Tenure-Track policy – Greg DeKrey and Britney Kyle discussed CAO concerns and the goals of FWC regarding this policy: Recommendation is to tackle the new policy priorities for this AY first and revisit the TT policy later when appropriate in the context of a larger discussion of faculty evaluation.**
  - Landry stated that there should be a discussion about annual/biennial/triennial evaluations
  - Overall, the provost wants a clear roadmap of the policy.
  - MOTION: Motion to postpone the Tenure Track policy until the spring semester.
  - VOTE: Motion was approved unanimously

## Special Orders

- None

## Unfinished Business

- None

## New Business

- 1. Seek consensus on business for COM – should Welfare handle, or hand off to ad hoc committee?**
  - The committee has not received any business from the College of Osteopathic Medicine (COM) yet, but incoming business is expected.
  - Garrett agrees to forming an ad hoc committee, but emphasized that FWC should also receive relevant documents, ensuring the ad hoc committee does not function independently.
    - Welfare should receive a two-week notice for any documents that may need to be reviewed.
  - Policies will need to be drafted for the COM.
    - COM deans are expected to send policies to Welfare by the second week of September.
  - MOTION: A motion was made to create an ad hoc committee under Welfare, seconded by Dawit, with no specific size for the committee.
  - VOTE: The motion was approved unanimously.
- 2. 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).**
  - Annual/biennial/Triennial tied with merit-pay
    - There is no merit-pay
  - Productivity may stall when reached professor
  - Do annual/biennial/triennial reviews serve a purpose?
    - Lunaris restated that the benefit of having annual/biennial/triennial reviews is to improve retention and enhance the value of feedback for improvement. However, there is no benefit in having these reviews all at the same time.
    - Lee wanted to address a potential equity issue regarding what happens if there is no equitable solution when the Comprehensive Review is conducted.
      - That would be something that the chair would determine.
  - Wieben stated that, even if someone doesn't perform well, we wait until the next evaluation period to address it. Either way, we wait to see if there is improvement.
  - It was stated that annual/biennial/triennial reviews are not connected to Comprehensive reviews in any way, which they should.

3. **Step-back policy**
4. **Distinguished Professor designation**
  - **What is the timeline to go from full to distinguished?**
    - Based on Barkley's experience at a previous institution there was no specific timeline.
      - Professors would need to continue doing the work to receive recognition and raise.
5. **Consideration of service and professional activity weighting within faculty evaluation**
6. **Advocate for faculty free access to recreation center**
7. **Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration**
- **See Gregs edits:**
  - **1-1-307(1)(e): Remove part (e) and (f) should become the new (e)**
  - **1-1-307(3):**
    - "faculty" should be "tenured faculty members"
    - Replace "and" with "and/or" in the first sentence
    - Remove "post tenure" in the first sentence
    - Change "triennial" to "mid-point review" (this will have to be change throughout the Board Policy Manual if adopted)
    - Replace history sentence with "University review procedure meets the guidelines of the Colorado Commission for Higher Education."
    - Add "the" after "within" in the last sentence.
  - **Please review the other documents**

### **Call to the Good of the Order**

Congratulations to Jieun's 1M grant!

**Adjournment 4:59pm**