

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, February, 21st 2024| 3:30-5:00 PM
Minutes

Present: Barkley, Brown, Engstrom, DeKrey, Iannacchione, Landry, Satriana, Senbet, Sileo, Wieben

Zoom: Lee, Wiegand

Absent: Garrett

Call to Order 3:31pm

Approval of Agenda, approved without objection.

Approval of February 7th, 2024, meeting minutes approved without objection.

Chair's Report/Announcements - No report

Special Orders

Unfinished Business

- Tenure Track Policy
 - Purpose/Rational
- **Feedback on Tenure Track Policy:**
 - Barkley presented feedback from Kirsty's office regarding the Tenure Track Policy.
 - The objectives of the policy and its alignment with university goals need to be made clear.
 - The evaluation process needs to be re-evaluated if the proposed Tenure Track Policy is followed.
- **Challenges with Evaluation Process:**
 - There are concerns raised about the effectiveness of the evaluation process.
 - The May 1st deadline for evaluations brings challenges to administration and faculty.
 - Feedback from Wieben's department includes the current system creates confusion and workload issues.
 - It is preferred to have evaluations/notices done in the Fall instead of spring.
- **Proposed Changes and Solutions:**
 - Suggestions made for a new evaluation process include.
 - Implementing a fixed date system.
 - Aligning with the academic year instead of the calendar year.
 - Considering a hybrid system for Tenure Track and tenured faculty.
 - Reevaluating the frequency of evaluations.
 - Careful planning and alignment of deadlines is very important.
 - Create a framework of how we will ensure this works.

- Review current board policy.
- Come up with a new language and determine the next steps.
- **Advantages and Disadvantages:**
 - Discussion on the advantages and disadvantages of the current system versus the proposed changes.
 - Faculty can get tenured earlier with the current system.
 - Faculty can receive notice of not getting tenure comes early if on academic calendar.
 - The disadvantage of an academic year would be an additional year to the process.
- **Next Steps:**
 - Faculty already in the tenure process will be grandfathered in.
 - Outline list of advantages and disadvantages, example dates and timeline, and FAQ to be presented at Faculty Senate of all faculty meeting in April.

New Business

Comments to the Good of the Order

Adjournment 5:01pm