

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, March 6th, 2024 | 3:30-5:00 PM
Minutes

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

Call to Order 3:35pm

Approval of Agenda, approved without objection

Approval of February 21st, 2024, meeting minutes approved without objection

Chair's Report/Announcements – Barley provided comments from Kirsty Fleming and Nancy Matchett about the Tenure Track Policy.

Special Orders

Unfinished Business

- Tenure Track Policy, revised
 - 1-1-301(3)
 - Change “University” to “Board Policy”
 - Change “during” to “for”
 - 2-3-202(3)
 - Change “Tenure Track” to “Tenure-Track”
 - 2-3-202(3)(b)
 - In the paragraph starting with “A newly appointed ...”
 - Insert “performance of the” b/w “the” and “Tenure-track” in the second paragraph.
 - Insert “of a contract” after “annual renewal” in the first sentence.
 - Replace “the faculty member must receive” with “the” and “consideration” with “decision is final.”
 - In the paragraph starting with “The University’s Chief Academic Officer (CAO)...”
 - Omit “determine to” and replace “Taking into account” with “consideration” in first sentence.
 - In the paragraph starting with “The CAO, in consultation ...”
 - Change “Lack of institutional resource” to “Lack of institutional resources to sustain the employment of non-tenured faculty.”
 - May need to include language in the contract that outlines way of a breach of contract.
 - What would be the due process?
 - Depends on whether there was a formal complaint made or an informal unofficial complaint.
 - How do other units’ chairs share the information?
 - Depends on the unit

- Chair letter should be different from committee letter.
- 2-3-202(3)(a)
 - Insert “performance” before “evaluation” in the first paragraph.
 - Insert “faculty member” before “receives” in the second paragraph.
 - Insert “faculty member’s” in first line of third paragraph and replace “criteria” to “requirements.”
- TT Policy Memo
 - If someone has a 2yr contract and is not performing well in the fall of first year, is there any way of getting released?
 - There has never been an incident like that, but it can happen.
 - The only way to get out of contract is if there is a breach of contract.
 - Does every initial contract last for two years? Is there flexibility or are we locked for two years?
 - Yes, it is.
 - Are poor performances for teaching but not research or service acceptable?
 - Needs at least a 3 in teaching and pass overall and are they meeting objectives.

New Business

Comments to the Good of the Order

Thank you, Dawit and Jeff, for the overview memo!

Adjournment 5:02 pm