

**FACULTY WELFARE COMMITTEE**  
**CC Room 2200**  
**Wednesday, March 27<sup>th</sup>, 2024 | 3:30-5:00 PM**  
*Minutes draft*

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

Zoom: Garrett, Lee

Absent:

**Call to Order 3:33pm**

**Approval of Agenda**, approved without objections

**Approval of March 6th, 2024, meeting minutes** approved without objection

**Chair's Report/Announcements**

**Introduction of members**

**Special Orders**

**Unfinished Business**

- Tenure Track Policy, revised
  - 2-3-202(3)(b)
    - Remove last “exceeds 3 years”
    - Remove “under”, “the following conditions” and insert “that” after “reasons”
    - Change fifth paragraph starting with “At the conclusion of...” to “At the conclusion of a) the first annual review and/or b) the pre-tenure comprehensive review or any subsequent review during the probationary period, the CAO shall determine if renewal of a subsequent contract will occur.”
    - Replace “year evaluation” with “annual review” in the beginning of the first sentence.
    - Keeping things consistent change “reappointment” to “renewal of”
    - Paragraph starting with “If the CAO determines...”
    - Replace “is entitled to” with “shall receive”
  - Discussion on whether to add a designee in the process of renewing/not renewing?
    - It is important to keep the CAO accountable and they should be the one to finalize and communicate/address the termination.
    - Making a change in this policy will subject changes in the Board Policy Manuel
      - Adding a designee, we would have to be very specific throughout the policy.
  - 2-3-202(3)(b)(a)
    - Change “first-year evaluation process” to “first annual”
  - 2-3-202(3)(b)(b)

- Insert “base” after “salary”
    - Replace “would have been entitled to” with “received during the non-renewal occurred.” At the end of the first sentence and remove everything after.
    - Insert “For the purpose of this section, “the base salary” the faculty member received means...”
      - We will complete this sentence at the next meeting.
  - 2-3-801(3)
    - (V)
      - End first sentence with “procedures”
      - Insert “In the case of comprehensive reviews that lead to pre-tenure and tenure decisions, the deans shall complete their reviews within a maximum of twenty (20) working days from the receipt of the final dossier” as the second sentence.
    - (VI)
      - Does this apply to all-comprehensive reviews? Or everyone?
        - We may need to carve out an exception for specific positions.
        - 20 reviews can be made within 30 days, anything more than 20 will need more time.
      - End first sentence with “process”
      - Insert “In the case of comprehensive reviews that lead to pre-tenure and tenure decisions, the CAO shall complete their reviews within a maximum of thirty (30) working days from the receipt of the final dossier.” As the second sentence
  - Will review one last time at the next time.
  - Brown will be on sabbatical next year and will need someone to be chair of the Faculty Welfare Committee.
    - Please think about nominations.

## **New Business**

**Comments to the Good of the Order**  
**Adjournment 5:01pm**