

**FACULTY WELFARE COMMITTEE**  
**CC Room 2200**  
**Wednesday, April 10<sup>th</sup>, 2024| 3:30-5:00 PM**  
*Minutes*

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 27<sup>th</sup>, 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**