

FACULTY WELFARE COMMITTEE
CC Room 2200
Wednesday, November 15th, 2023 | 3:30-5:00PM
Minutes

Present: Barkley, Brown, DeKrey, du Bray, Garrett, Iannacchione, Landry, Pullen, Satriana, Senbet Sileo, Wieben, Wiegand

Guest: Provost and Executive Vice President Kirsten Fleming, Ph.D. and Oscar Levin, Ph.D.

Call to Order

- The meeting was called to order at 3:32.

Approval of Agenda

- The agenda was approved without objections.

Approval of November 1st, 2023, meeting minutes

- The meetings from November 1st, 2023, were approved without objections.

Chair's Report/Announcements

- Chair Brown introduced Provost Fleming and Dr. Levin.
- Chair Brown explained that the FWC will set an agenda for our next project at the last meeting of the semester.

Special Orders

Unfinished Business

New Business

- **Provost and Executive Vice President Kirsten Fleming, PhD**

Provost Kristen Fleming talked to the FWC about some vital issues for the Provost's Office. First, she states that she is concerned about general questions of equity, such as hiring and workload equity for faculty.

The first equity issue discussed was the role of student evaluations in faculty promotion. There was a discussion of the evidence. Evidence shows that Student Evaluation of Teaching does not track teaching effectiveness and disproportionately burdens women and people of color. The committee discussed student evaluations and their weight in faculty evaluation and promotion. Second, there was a broad discussion of whether the FWC should create institutional-level guidelines that explain the policy and rationale behind teaching, service, and scholarship. Any institutional-level guideline would speak broadly to goals and rationales, even if the specific evaluation criteria are left up to the units.

Next was a discussion about equity between faculty and faculty and staff. Provost Fleming discussed the possibility of a collegiality policy or a policy for misconduct short of dismissal. Conduct short of dismissal. Provost Fleming and the FWC discussed the strengths and downsides of such a policy.

Provost Fleming also discussed the past tenure track policy and some ways for the FWC to revise it if the FWC decides to do so. First, Provost Fleming discussed that there ought to be an escape clause if some tenure-track faculty, especially after their first or second year, are let go because of problems with their teaching. The concern is whether a terminal year contract would be appropriate in all cases of non-renewal. Second, the language of the document must be more precise. The FWC must avoid vagueness in drafting this policy (Codification needs to look at the document again, too). Third, there was a discussion on whether the CAO must consult with the department for non-renewals.

Finally, there was a discussion about the difference between using a calendar year vs. an academic year. Provost Fleming supported keeping the calendar as it currently is so as not to increase the time for tenure and other promotions.

- **Oscar Levin, PhD (chairs/directors)**

Finally, Dr. Oscar Levin talked with the FWC about the Chair/Director distinction. The issue is whether the Chair and Directors should be faculty or directors should be classified as administration. A wide-ranging discussion took place about this policy.

Comments to the Good of the Order: None.

Adjournment

- The meeting was adjourned at 5 pm.