

## **FACULTY WELFARE COMMITTEE**

UC Aspen C

March 4, 2020 – 3:30 p.m.-5:00 p.m.

MINUTES

**Present:** Anderson, Blatt, Cieminski, DeKrey, Leek, Levin, Luger, Mostowfi, Senbet, Vaughan

**Absent:** Cardona, Henson, Martin, Rich, Wiegand, Zimmerman

**Guest:** Satriana

### **Call to Order**

The meeting was called to order at 3:30pm.

### **Approval of the Agenda**

Approved without objection

### **Approval of the February 19, 2020 meeting minutes**

Approved without objection

### **Chair's Report/Announcements**

- Chair/Director issue – Dan Satriana is attending to aid in discussion.
- Annual/biennial review – Implementation of the ASC means there will be added responsibilities on the shoulders of faculty and chairs. Let's consider whether full professors should be relieved from

- 3-3-301 – Department Chair Selection and Evaluation could be amended to include Directors.

This would ensure faculty involvement in the selection and evaluation.

- 3-3-1101 – Exempt Administration with Faculty Rank could be amended to include Evaluation.

The language can be changed to ensure meaningful faculty involvement in selection and evaluation.

#### DISCUSSION:

- Workload differentiation between chairs and directors: sometimes directors function essentially as chairs, but for some programs the director acts in different, additional capacities (example from PVA).
    - Need to compile data on unit leadership across colleges
      - Asses the duties, workload, professional activities, and stipends
      - Examine the differences between director roles by school
    - The Provost's Office can provide information on unit leader workload.
  - Job categories and definitions of employment: policy should be defined around clear differences between chairs & directors and their respective duties.
    - What difference do titles make beyond the type of employment (faculty versus exempt)?
  - Program portfolio/restructuring: The Provost's Office is developing metrics for evaluating program health; internal trends and national trends will inform decisions regarding the university's program portfolio. There may be changes to existing structures in the coming years.
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- **Early Retirement | Transitional Appointments 2-3-1301(4) – Request by Marshall Parks for consideration – creating an annual voluntary faculty retirement plan**

#### New Business

- **Freedom of Expression**
- **Faculty Senate Consultation on Changes to Benefits**

#### Other New Business

- **Student-Faculty Dispute Complaints Report**
  - The committee reviewed the annual student-faculty dispute complaints report compiled by the Dean of Students and the Provost's Office.
- **Annual Review rewrite**
  - Consider holding off annual evaluation for full professors
    - Leave annual review in place for other faculty ranks since there are considerations for promotion.

- The original purpose for establishing annual review was for determining merit pay; merit pay hasn't been utilized in years.
- Comprehensive review would still take place.

**Adjournment**

- The meeting was adjourned at 5:00pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary