

**FACULTY WELFARE COMMITTEE**

UC Aspen A & B

February 9, 2022 – 3:30 p.m.-5:00 p.m.

**MINUTES**

**Present:** Applegate, Blatt, Brown, Doerner, Endres (Muller), Fulks, Schaberl, Senbet, Sileo,  
Wiegand

**Absent:** Matchett, Williams

**Guests:** Levin, Satriana

**Call to Order**

The meeting was called to order at 3:36pm.

**Approval of the Agenda**

Approved without objection.

**Approval of the January 26, 2022 meeting minutes**

Approved with clarification in the director evaluation discussion.

## **Special Orders**

### **Unfinished Business**

#### **Chair/Director discussion**

#### **Sanctions short of dismissal**

- Satriana presented a first draft of the sanctions short of dismissal policy, Faculty Discipline Procedures (FDP).
- The policy is intended to be placed in University Regulations.
- The Purpose and Scope section outlines why it's important to provide structure for dealing with misconduct and explains where certain kinds of misconduct would be handled through other processes (e.g., DCP, RSCW Misconduct).
- The dean (or their designee) handles the inquiry and determination about allegations of misconduct.
- Faculty appeals are handled by the CAO.

#### **DISCUSSION:**

- Members expressed concern about the lack of faculty engagement in the process.  
As the draft is currently written, only the deans and CAO have authority.  
Perhaps there should be a faculty appeals committee as an intermediate step between the dean and CAO levels.
- Other questions/considerations:  
What role might unit leaders have in the process?  
Should the CAO's decision be appealable, and if so, to what level?
- Members discussed the scope of behavior that might be subject to this policy.  
Concern was raised about:  
the "regardless of the location the conduct occurs" clause,  
the possibility of being disciplined for matters not related to the conditions of UNC employment,  
the possibility of being disciplined for matters involving persons not affiliated with UNC, and  
the possibility of free speech infringement.
- Members recommended limiting the scope to matters pertaining to employment and/or having an impact at UNC, regardless of location.
- Members recommended adding a section about encouraging discussions at the unit level, having an informal process that may lead to resolution of some matters without having to pursue the formal FDP process.

#### **Dismissal proceedings of tenured faculty**

### **New Business**

**Faculty Senate bylaws**

**Other New Business**

**Comments to the Good of the Order**

**Adjournment**

The meeting was adjourned at 5:09pm.

Dawit Senbet  
Chair

Betsy Kienitz  
Recording Secretary