

FACULTY WELFARE COMMITTEE

UC Aspen A & B

April 13, 2022 – 3:30p.m-5:00p.m.

MINUTES

Present: Applegate, Endres (Muller), Matchett, Senbet, Sileo, Wiegand

Absent: Blatt, Brown, Doerner, Fulks, Schaberl, William to prioritize discussion of the tenure proposal

Approval of the March 30, 2022 meeting minutes

Approved without objection.

Chair's Report/Announcements

Special Orders

xOfficer nominations

o Senbet nominated Doerner for Chair and Doerner accepted the nomination

o Muller nominated Endres for Chair and Endres accepted the nomination

o Nominations will be open until the election is held at the next meeting

Unfinished Business

xSanctions short of dismissal

xDismissal proceedings of tenured faculty

New Business

xTenure-track proposal

o Senbet presented an initial draft proposal that addresses the issues of the policies of tenure-track employment and comprehensive review

o The proposal is designed to demonstrate UNC's commitment to tenured faculty in the following ways

f specifying that a tenure-track position is a probationary period before a tenure decision

f specifying the reappointment or non-reappointment of a tenured member is based on performance evaluation

f allowing for one, two-, and three-year contracts for tenured faculty

adding a 20 working days clause to prevent inaction on comprehensive reviews at administrative levels

DISCUSSION:

- o We are seeking to clarify the tenure track policy in a way that is agreeable both to faculty and the administration
- o Members discussed their varying views of tenure track status and under what circumstances a tenure track faculty member may not be renewed (performance related factors and/or other reasons)
 - f What factors outside of performance may impact decisions to not renew tenure track faculty program closure, program shrinking/restructuring, lack of enrollment, etc.
 - f University administration believes the above reasons are appropriate reasons for non-renewal.
 - f There might be some instances where, even if one unit closes, a tenure track faculty member might have the skills needed in another program
 - f Ultimately, factors impacting decisions relating to employment should be clearly communicated to tenure track faculty. There must be full disclosure of all elements.
- o Members discussed the potential pros/cons of offering multi-year contracts to tenure track faculty.
 - f Multi-year contracts may bring a sense of stability and commitment to the position.
 - f Tenure track faculty are entitled to notice of non-renewal; they are not entitled to a chance to apply for tenure. Multi-year contracts would not change this.
 - f Multi-year contracts may be problematic if a program becomes stuck with someone who may not be the great teacher/colleague the unit thought

Adjournment

The meeting was adjourned at 5:00pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary