

## **FACULTY WELFARE COMMITTEE**

UC Aspen A & B

December 1, 2021 – 3:30 p.m.-5:00 p.m.

### MINUTES

**Present:** Applegate, Brown, Doerner (Johnson), Endres, Johnson, Matchett, Murza, Senbet,  
Wiegand, Williams

**Absent:** Blatt, Fulks, Sileo

**Guest:** Parks, Satriana

#### **Call to Order**

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

#### **Approval of the Agenda**

Approved without objection.

#### **Approval of the November 17, 2021 meeting minutes**

Approved without objection.

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

#### **Special Orders**

#### **Unfinished Business**

##### **• Chair/Director discussion**

- Satriana and Parks joined the committee to aid in the discussion of chair/director roles.
- Last time, our discussion focused on the distinction between 1.0 FTE directors and those with a less than 1.0 FTE administrative role, which are more like chairs.
- Levin's initial proposal would change all directors from administrators to faculty, essentially making the titles of "chair" and "director" synonymous.  
Directors would be faculty members subject to the same policies and evaluation procedures as chairs.  
One of the main reasons for proposing such a change is to ensure that all unit leaders are evaluated by their faculty.
- Matchett provided a handout that uses examples from NHS (all are 80% director duties + 20% faculty duties) to outline the differences between current practice

Some schools (e.g., Music, Nursing) need dedicated administrative management year-round and would not be better served by faculty directors with a 9-month assignment + summer stipend.

The faculty evaluation process may not be suitable for unit leaders with no faculty duties.

Annual evaluation by the dean with input from the faculty may be more appropriate for unit leaders whose workload is 100% administrative.

Perhaps the 1.0 FTE directors (administrators) could be retitled, maybe as “associate deans” or some other title, to differentiate them from faculty chairs/directors.

- The committee will continue to work from Levin’s proposal and make a distinction for 1.0 FTE directors (administrators).

- The committee briefly discussed changing the definition of voting faculty:

The voting faculty shall be those members of the faculty defined above who hold at least .50 academic year full-time equivalent (FTE) instructional and/or research assignments in the colleges, and University Libraries, excluding deans and school directors, but including librarians. Faculty not meeting these criteria may petition the Faculty Senate for voting privileges.

- Some possible options/considerations:

Faculty service could be added into the .5 FTE equation, along with instructional and research assignments.

The definition could be changed to include any member of the faculty who is not in a full-time administrative role.

School directors will need to be included if they are converted to faculty.

- **Sanctions short of dismissal**

- In preparation for the

