

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

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

This would ensure faculty involvement in the selection and evaluation.

- o 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:

- o 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).
 - o 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
 - o The Provost's Office can provide information on unit leader workload.
 - o Job categories and definitions of employment: policy should be defined around clear differences between chairs & directors and their respective duties.
 - o What difference do titles make beyond the type of employment (faculty versus exempt)?
 - o 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.
- **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**
 - o The committee reviewed the annual student-faculty dispute complaints report compiled by the Dean of Students and the Provost's Office.
- **Annual Review rewrite**
 - o Consider holding off annual evaluation for full professors
 - Leave annual review in place for other faculty ranks since there are considerations for promotion.

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

Adjournment

- The meeting was adjourned at 5:00pm.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary