

## **FACULTY WELFARE COMMITTEE**

Aspen A/B

Nov. 30, 2022 – 3:30p.m.-5:00p.m.

### **MINUTES**

**Present:** Brown C., Brown J., T. Endres, B. Iannacchione, Garrett, Landry (for Applegate), J. Lee, N. Matchett, N. Pullen, D. Senbet, N. Sileo

**Absent:** Wiegand

**Guest:** Rich Fredericks

#### **Call to Order**

The meeting was called to order at 3:31 pm

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

Agenda approved without objection

#### **Approval of the Nov. 16 meeting minutes**

Minutes approved without objection

#### **Announcements**

New hire Nina Phillips will onboard in December

Congrats to Garrett on appointment to HIS committee

#### **Special Orders**

#### **Unfinished Business**

- **Tenure-track proposal**

Senbet moved language which quoted AAUP language for definition of tenure. Second by Landry. Motion passed.

Lengthy discussion of severance language for late notification on non-renewal.

- Determined it is not severance, but merely a penalty for late notification.
- Impacts only those non-renewed in first year, as subsequent contracts include a one-year extension.
- Reviewed variations on number of days the deans and then provost have to turn

Once final language was determined, moved (Senbet) and seconded (Sileo) to approve language. Motion passed. Will be sent to Codification with note to review 2-3-202(3) with an eye toward what constitutes an unsatisfactory evaluation, and to cross-reference policy language at “X” regarding “Closure of the unit or program.” Note also requested at 2-3-902(3)(b). Final clarifications will be made at January meeting.

Per Provost request, revisited language regarding time guidelines. Endres will edit and bring to January meeting. Changes include:

- Adding language that “once eligible for promotion, always eligible”
- Change language from “after completion of X years” to “in their Xth year”
  
- Sanctions short of dismissal
- Dismissal proceedings of tenured faculty