

FACULTY WELFARE & CONCERNS MINUTES

WHEN	The FW&C Committee met at 3:45pm Thursday, October 19, 2023
WHERE	via WebEx
MEMBERSHIP	Stephen Brigham, Cheng Cheng, Ben Fitzpatrick, Alison Hruby, Tom Kmetz, Kathy Lewis, Doug Mock, Gilbert Remillard
	<u>Underlining indicates that the member was absent.</u>

SUMMARY

The minutes from September 28th 2023 were approved with Remillard moving and Fitzpatrick seconding.

Pac-1 and 34 – Summary of Ideas, Questions, and Concerns

- These proposals should not be rushed toward approval. Details should be worked out and put in writing prior to approval.
- What is a rough cost estimate for implementing these proposals over specific stretches of time?

University Professors:

- The currently vacant Pac-4 could be used for ‘Promotion to University Professor’ to provide criteria and mechanisms.
- What is the mechanism for eligibility and election for University Professor?
- What ensures equity across the colleges for eligibility for promotion to University Professor?
- What ensures equity across various demographics for promotion to University Professor?
- The criteria for University Professor should be a university-wide FEP and not be implemented in individual department’s FEP.
- Will receiving either the distinguished teaching or distinguished researcher awards be requirements for eligibility for University Professor?

Senior Instructors:

- Specifics about workload expectations for all levels of instructors and salary enhancement for Senior Instructors are needed.
- The language “as well as demonstrated multiple years of a service component that is related to student success” should be more specific on how many years.
- The criteria for Senior Instructor should be specific to individual departments.
- It is unacceptable to kick the 12-month notice down to a semester with this wording, “When possible, career-track faculty with more than three years of consecutive service will be given at least a one semester notification of non-renewal.”

In Pac-1 -- COPRA was long ago defunct and should be replaced with CHEA.

~~Commission on Recognition of Postsecondary Accreditation (CORPA).~~
Council for Higher Education Accreditation (CHEA)

Faculty Handbook’s Update

Three people have sent changes to the chair.

New business

Faculty House -- Chair Brigham introduced the idea of using the unused President's House as a way to build community among the faculty. Michigan State and University of Wisconsin have them.

Members were skeptical about charging dues but generally liked the idea of a multi-purpose building for:

- events for students
- lunch hour events
- overnight guest rooms

Chair Brigham should look into the mold question to ensure that it actually can be used.

ADJOURNMENT The meeting was adjourned at 4:48 pm.

NEXT MEETING November 9th at 3:45pm via WebEx