

Faculty Welfare and Professional Responsibilities Committee Report

April 17, 2020 – Via Zoom

Submitted by Lauren McClain, Chair

Members present: Lauren McClain, Natasha Gerstenschlager, Dan Clark, Jacob Byl, Julie Lee, James Barker, Melanie Asriel, Conner Hounshell

Old Business:

1. Post-tenure review process – changing from annual review to every 3 years – We will work on this over the summer to present at the August meeting.
2. Lots of Handbook changes – Handbook committee approved 2 that we sent last month but sent the rest back for some revision:
 - i. All of the handbook changes below were supported unanimously by Faculty Welfare upon revision. The Chair sent them all to Faculty Handbook Chair, Kirk Atkinson, on Monday, April 20, 2020. Handbook Committee met on Monday, April 27 to review a second time.
 - b. Revisions to Program Closures: New language makes explicit that faculty contributions to Colonnade have to be considered in decisions to eliminate faculty positions when there are program closures.
 - i. Following a second meeting with Handbook Committee, this passed and then passed SEC
 - c. Revisions to Grievance VIII.B., C., & D.: Eliminates the process that currently requires faculty to attempt to solve issue informally and then go through the entire chain of command in one's own college. Presents a different procedure to be followed when filing a grievance.
 - i. Following a second meeting with Handbook Committee, this still did not pass – they did not move to vote on this. Faculty Welfare decided to send this forward to SEC anyway. It was supported, with one friendly amendment, by a vote of 7-5-1. It is an action item attached to this report.
 - d. Revisions to Tenure process, Promotion for tenure-eligible lines, and Promotion for Instructors (three different places in the handbook): New language allows faculty who receive a negative recommendation at any stage of the process to include a formal letter responding to that recommendation to be appended to the packet going forward.
 - i. Following a second meeting with Handbook Committee, this still did not pass – they did not move to vote on this. Faculty Welfare decided to send this forward to SEC anyway. With mixed support, a member of SEC moved to send this back to Faculty Welfare and Handbook and that motion passed.
3. Faculty Worklife Survey: Final count is 465 responses. Thanks to everyone who completed the survey. The committee will work to separate comments on the final question to be forwarded to respective units.