

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:
 - a. 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.
 - 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.
 - c. 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. All of these handbook changes were supported unanimously. The Chair sent them all to Faculty Handbook Chair, Kirk Atkinson, on Monday, April 20, 2020.
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.