

Labor-Management Council

Meeting Agenda

February 14, 2022, 4pm–5pm

Barge 304

LMC membership (UFC): Gary Bartlett, Sarah Feeney, Kara Gabriel, Terry Wilson
LMC membership (CWU): Charlene Andrews, Tim Englund, Jill Hernandez, Jeff Stinson

- Approval of agenda
- Summary of matters discussed at the previous meeting (10/18/21):
 - The new process for chair merit: New timeline and set-up for chair evaluations in Faculty180, now that chair merit is disconnected from PTR.
 - Chairs, acting chairs, and merit: Does a chair's term go 'on hold' while they're on leave? Does time as an acting chair get counted towards one's chair term?
 - Faculty who are failing to meet the vaccination mandate. There was only one remaining!
 - Replacement of Faculty180. It is going to be replaced, but probably not until 2023-24. A taskforce will look into the options.
- New business
 - Sabbatical reports. Now that the PTR timeline has moved up (files due early October), a question arises about the submission of sabbatical reports for faculty whose PTR is in the very next year after their sabbatical.
 - CBA 21.8: "The faculty member is responsible for submitting an electronic summary report of the use of the sabbatical leave to the Office of the Provost within two (2) months after the faculty member's return to the University.... The report will be submitted in the first performance review following the submission of the sabbatical report [to the Office of the Provost]."
 - Chair evaluations. What is the standard practice for a Dean conducting a chair evaluation, and for the follow-up to the evaluation? How is the faculty input used in the evaluation, and how are performance goals developed?
 - CBA 12.5: "The Dean shall evaluate the chair, at a minimum, in the 6th quarter of their term, and meet with the chair to discuss the results of the evaluation. Department faculty shall provide input into the evaluation through the process described in the college evaluation plans. Based on the evaluation, the Dean, in consultation with the chair, will develop performance goals."

- Availability of review files to T/TT faculty. Per the CBA, all T/TT faculty in a department should have access to the review files for their T/TT colleagues.

Questions have arisen about the implementation of this policy in Faculty 180.

- CBA 24.7.4(a): “[During the department review period] Tenured and tenure-track faculty members in a candidate’s department may review and discuss the Professional Record of any and all departmental faculty involved in RTP and Post-TR and may enter into the file written, signed, comments based on approved departmental criteria.”

- Next scheduled meeting: TBA.
- Adjournment