Faculty Welfare Committee

Meeting Minutes
March 27, 2013
10:00am, Jewish Studies Center 3rd floor conference room

1) Updates

a. Chair evaluations – Simon has collected information from each School on procedures/questions for chair evaluations. Different sets of questions are used by each school, most of which seem appropriate. It was noted that LCWA’s includes too few questions and no opportunity for open-ended response. In addition, SSM’s specifies evaluations in the 2nd and 5th year and LCWA’s does not specify timing. FWC would like each School’s chair evaluation to include at least one free response question and to be administered annually.

b. Grievance
   i. FWC is concerned that a phone call to the number listed for the faculty ombudsperson was not returned and that email to ombuds goes to HR. The transparency of the ombuds process needs to be improved.
   ii. FWC is also concerned about whether the current grievance committee structure is effective, particularly since faculty may serve for as little as one year with no background or training in mediation, etc. An item will be added to next year’s agenda to invite the College’ legal counsel to discuss ways to improve the process, with the goal of not only improving faculty outcomes but also minimizing the number of cases that ultimately proceed to legal action

c. Instruction in BPS at North Campus – Have any faculty committees been consulted about the use of incentives for faculty to teach in this program?

d. Adjunct subcommittee
   i. Lynn Cherry has informally communicated our recommendations for pay increases and for adjunct representation to President Benson. We will send formal recommendation for pay increases to the President and Provost. The subcommittee will continue to work on proposals/motions to Faculty Senate on adjunct representation.
   ii. FWC wants to be sure to have a voice in discussions about how the Affordable Care Act will affect adjunct work opportunities and what course load is considered to constitute 30 hours/week (and therefore require health benefits). We also want to be included on discussion of any changes to compensation plan, as mentioned by Deanna Caveny-Noecker at a meeting with our subcommittee on Tue, Oct. 30, 2012.
2) Old business

a. **VAP/Modified duties** – Allison Welch and Hector Qirko will work on a proposal to extend the modified duties policy to any faculty on a renewable contract with at least one year of service.

b. **Departing faculty issues** – Celeste Lacroix will come up with a few questions that can be posed to people who are leaving after this semester, with help from Todd McNerney.

3) New business/constituent concerns

a. **T&P evidence proposal** – The committee endorsed Joe Kelly’s proposal to include diversity training as possible evidence of professional development for third-year review and for promotion to senior instructor. We were concerned that the phrase “pedagogical diversity training” was imprecise, so opted to endorse the original wording (with the phrase “diversity training”).

b. **Tuition and/or priority enrollment benefits** – Faculty have expressed interest in some form of tuition or enrollment benefit for dependents; this type of benefit is enjoyed by faculty at many institutions. It was discussed that previous FWC committees had been unsuccessful in pursuing tuition remission for dependents. We’d like to find out what the specific limitation is on the College providing tuition remission or at least a tuition discount.

c. **Civility of parking services staff and other campus offices** – Concern has been expressed to the committee about lack of civility when dealing with campus offices, particularly parking services and public safety. We will ask HR and the Staff Advisory Committee to consider this concern.

d. **Temporary handicap parking** – Concern has been expressed that faculty and staff are not granted access to handicap parking spaces unless they qualify for handicap permit from the state, which does not accommodate a short-term disability like recovery from surgery. The committee will ask HR and the Staff Advisory Committee to consider this concern.

Submitted by: Allison Welch, 5/3/2013