Faculty Welfare Committee
April 8, 2014, 11:00 a.m.
Jewish Studies Center, 3rd floor conference room

Present: Todd McNerney, John Crotts, Emily Skinner, Andrew Clark, Simon Lewis, Sandy Slater

Guests: Brian McGee, Maggie Majors

Dual Career and Hiring Practices:
The Dual Career and Hiring Practices subcommittee recommended that because the two documents are different in nature, they should be separated out. The spousal hiring form is ready to go and will go forth to Deanna Caveny at Academic Affairs. The Hiring Guidelines and Ethics could be more departmentally dependent and instead we will recommend that it be used as a "Best Practices" document and shared with deans and departments to encourage discussion of guidelines. The FWC committee chair will share with Academic Affairs.

Chairs and Deans Evaluations:
Todd McNerney will communicate with Bev Diamond that the Faculty Committee strongly encourages these evaluations to continue (for chairs annually and for deans every other year).

There was discussion of the Senate recommendations of tenured faculty evaluations (i.e., rollover every 3 years, instructors option, instructors on 7 year time table). The Faculty Welfare Committee continues to think that chairs should be evaluated annually. It was pointed out that because chair and dean evaluations are bottom up not top down instead of top down like faculty evaluations they are different in nature. Also, as evaluations, they generates data (similar to student evaluations that are conducted every semester for faculty) and do not demand the work input on faculty, chairs or deans that annual faculty evaluations entail.

Adjunct Representation on College Committees:
Simon Lewis reported that the By-Laws Committee asked for clarification, the FWC subcommittee provided clarification, and then the B-Laws Committee asked for further clarification. The possibility of including an appendix on motion that listed possible questions the Senate might ask was discussed. Simon will contact Rick Heldrich and Deanna Caveny about meeting in May with the FWC subcommittee to flesh out the crafting of the motion so that it is ready to go this fall.

T & P Question: Inclusion of Provost's and Dean’s Letter in Packet
FWC discussed of if provost and dean letters should be included in 3rd year review binder for candidates to see. The committee thought that they should as it shows transparency and is valuable feedback for junior faculty.

Overload Policy:
Bev Diamond asked for FWC feedback on a proposed overload policy for faculty. FWC wanted to know if the overload would be for teaching a 4th or 5th course as this was unclear in the draft. Brian McGee gave some institutional history on the course load at the college and the transition from a 4/4 course load to 3/3 course load for most departments noting that some departments have a presumption of a 3/2 course load. The focus is supposed to be on productivity within departments not individuals when it comes to student load.

Great Colleges:
Brian McGee convinced the executive committee to accept FWC suggestions for the Great Colleges to Work For survey. Unfortunately, modifications of the survey are not going to happen this year, as efforts to move forward with these suggestions were thwarted as a result of the 2014 presidential search’s negative impact on the campus body moral and sense of climate. The goal of executive committee will be to move forward with the survey next year, as the survey needs to be discussed with the new president.

George Street Fitness Center:
The question about opening the GSFC to faculty, for allotted time periods at no cost, was recently revisited. This matter is currently being discussed, with arguments that free admission for use of campus recreational facilities is beneficial to faculty, and is implemented at other institutions.

Before the meetings was adjourned, Todd McNerney announced that another FWC meeting will need to be arranged to address the campus police matter involving Dr. Jennifer Baker. Also there will be announcements forwarded regarding Fun Home the Musical. The meeting adjourned at 12:03 PM.

Meeting minutes submitted by Emily Skinner and Andrew Clark