Faculty Welfare Committee  
Final Report 2007-2008  

Respectfully submitted  
Bethany C. Goodier, Chair  

Committee Members: Tracy Burkett, Diane Cudahy, Bethany Goodier, Stephane LaFortune, Glenn Lesses, Amy Rogers, Michelle Van Parys, Janice Wright  

During the academic year 2007-2008, the Faculty Welfare Committee researched and addressed a number of important issues relevant to the charge of the committee. Issues addressed this semester were brought before the committee in one of three ways: 1) Committee member recognized need; 2) Faculty Member contacted chair regarding an issue or problem one of these areas; 3) Administrator contacted committee with request for review of policy.  

1. Changes to Tenure and Promotion. Following up on work started during 2006-2007, the committee reviewed and discussed recommended changes to the Faculty Administration Manual regarding Third Year Review and tenure and promotions. The sections of the FAM included:  

- XI. Process Clarification and Addition on Faculty Committee Action, M.10. (Manual Change);  
- XII. Process Clarification on Reporting Procedures of the Departmental Evaluation Panel, Section M.7. (Manual Change);  
- XIII. Increase the minimum sample size for graduate evaluations for instructor evaluations. (Section K.1.b.4);  
- Change in Advising Requirement for promotion to Senior Instructor (IV.K.b).  

The committee did not have any objections to most of these recommendations with the exception of XII. The following report/statement was sent to the senate regarding these changes:  

"While we appreciate the Tenure and Promotion Committee's dedication to transparency in the tenure and promotion process, we do not support proposed recommendation XII referencing the Faculty Administration Manual point IV.M.7 in its current form. The Faculty Welfare Committee believes that the benefits of  

1 As stated in the Faculty Administration Manual (2007), the Faculty Welfare Committee shall concern itself with all College policies that affect the welfare of the faculty at large, such as: 1) employment and working conditions; 2) tenure and promotion policies; 3) work loads; 4) summer and evening school appointment; 5) sabbatical leave; 6) leaves of absence; 7) fringe benefits, including: state retirement; health insurance, to include medical and dental benefits; life insurance; annuities, to include state and/or privately sponsored programs; Social Security benefits; all other programs of like nature (p. 42).
making the panel evaluation letter open to the candidate are outweighed by the potentially negative implications for the level of rigor and candor of the document. Instead, we support an alternative option of providing a summary report to the candidate to ensure confidentiality. Additionally, we support a consistent position on transparency throughout the process so that candidates also receive a summary report from the Faculty Advisory committee in a way that ensures confidentiality (referencing FAM, IV.M.10)."

Per the request of the Advisory Committee on Tenure and Promotion, the committee also discussed consistency with regard to content included in the third year and tenure and promotion materials made available to untenured faculty to review. The committee recommended that Annual Evaluations and confidential materials (e.g. external review letters, alumni letters) should not be made available to non-tenured faculty (or those not on the tenure review panel).

2. **Fire Safety in the Bell Building.** Following up on work started during Academic Year 2006-2007 regarding the evacuation plan for the Bell Building, the committee asked Fire Marshal Rick Krantz to report on recent changes to Bell Building. He informed the committee that a new fire alarm had been installed which sounded at 85 decibels (far exceeding ambient noise level in the building) which he felt would eliminate previous concerns about occupants not being able to hear the alarm. He added that Bell Building never reaches its maximum capacity (presumably when there are more challenges with evacuation). He has spoken with the Registrars Office about limiting the number of classes taught in the building during peak occupancy (usually T/Th 10:50-12:05). Mr. Krantz also reported that they currently monitor 10,100 devices on campus and that only five buildings on campus are without a sprinkler system. The committee agreed that the primary issues with fire safety had been addressed and that we would continue to monitor evacuation and fire safety issues in the coming years. Future committees should assess if these interventions were sufficient to address faculty concerns received in 2006-2007.

3. **Childcare.** In a continuation of work started during the previous year, the committee developed and distributed an on-line survey relating to childcare needs at the College of Charleston. This survey was directed to faculty in consultation with human resources. We recommended human resources develop and administer a survey specific to its needs and interests. The committee’s intent in creating the survey was to measure the level of need for childcare beyond what is provided by ECDC, which is limited in the number of children it can accommodate by its primary mission as a demonstration program.

Of the 111 survey respondents, 68 percent had children 0-5 years old, and nearly 60 percent responded that they intended to have children through birth or adoption within the next decade. Current childcare arrangements varied widely (see Table 3), with the most common arrangement being center-based care either outside the College of Charleston (36.2%) or at ECDC (17.6). Parents with children at ECDC reported the
highest level of satisfaction with their current arrangements, with 86.3 percent reporting being extremely or very satisfied with this arrangement (see Table 4).

Over 90 percent of respondents indicated they were interested in additional campus childcare alternatives and 56 percent of these said they were most interested in care that started shortly after birth and continued through kindergarten. Most respondents expressed a preference for full-time year-round programs. In open-ended comments, respondents reported having productivity issues because of insufficient childcare and expressed a strong desire for additional high quality care.

In addition to the survey, several committee members researched existing programs at peer and regional institutions to determine best practices and identify “successful programs.” The committee agreed that it was not the mission of ECDC to meet the childcare needs of the campus community, but another form of childcare should be made available to students, faculty and staff at the College of Charleston.

4. **Coverage at Bus Stop or Shuttle Areas.** Per the request of a faculty member at the College, the committee explored the issue of coverage at shuttle bus stops. While we agreed that the College should provide coverage, we felt this issue was out of the purview of the committee. We recommended the faculty member contact Steve Osborne, Senior Vice President of Business affairs regarding this concern.

5. **Cougar Alert.** A faculty member requested the committee consider the implications of CougarAlert to teaching. The committee empathized with the colleague, but felt this was another issue that was not within its purview to resolve. Additionally, as Cougar Alert was put into place for the safety and welfare of faculty, students, and staff the committee agreed that the challenges to classroom management (which could be addressed individually) were far outweighed by the benefits to the safety and well-being of the collective.

6. **Speeding on Calhoun, St. Philip, and Coming Streets.** The committee received a request to address issues of speeding and increased traffic on Calhoun, St. Philip, and Coming Streets. We researched the issue and discussed efforts to resolve traffic and speeding problems on these streets. Monica Scott, from Facilities and Planning reported that the many previous attempts to negotiate with the City of Charleston had been unsuccessful. Chief Paul Verrecchia reported that the College of Charleston was investigating the possibility of raised crossways on Coming Street to address some of the traffic problems. We recommend future committees consider investigating any changes or possible solutions to this on-going problem.

7. **Library Printing Policy.** Per the request of a faculty member, the committee reviewed the printing policy implemented by the library this year. The faculty member felt 300 copies was insufficient and wanted to pursue options for increasing the limits. The committee consulted James Williams of the library who suggested he was willing to work with faculty regarding their individual concerns. While the
committee sympathized with the faculty member’s dilemma, we found the library policy reasonable. Many faculty have department support for printing library resources. We recommend this colleague discuss options with James Williams.

8. **Lactation Rooms on Campus.** A member of the Human Resource Department asked the committee to consider whether there was sufficient need for lactation rooms on campus for nursing mothers. The committee agreed the need was there, but that it probably applied more to staff than faculty at this point since most have access private offices for these purposes. With space at such a premium, it would be difficult to prioritize rooms solely for this purpose at this time.

9. **Merit Increases.** The committee discussed the statement and resolutions proposed in the senate on merit increases. The committee agreed to take no position on the resolution since it falls outside the purview of the committee’s mandate (i.e. compensation).

10. **Optional Retirement System.** It was brought to the committee’s attention that the College’s contribution to Optional Retirement Programs (like TIAA-CREF)are 5%, but that our paychecks report a 12.48% CoFC contribution. The Chair of the committee was scheduled to attend a meeting with Steve Osborn, Joe Kelly, and Terry Bowers on this issue. At the time this report was completed, this meeting had not yet taken place. The committee would like to be better informed on the issue and work toward resolving this (and other) discrepancy. Future committees should certainly investigate this issue.

11. **Modification of Duties Statement.** Per the request of the Provost’s office, the committee reviewed potential revisions to the Modification of Duties policy in late February. Some members of the Committee voiced concerns that the revisions to the policy were too prescriptive, more restrictive, and did not allow for much flexibility. More specifically, some members felt the timing of the birth should not dictate the modification of duties assignment. Following this discussion, the policy was revised as distributed to the committee and posted. Following this posting and after much discussion (see minutes from March meeting) the committee agreed to support a resolution on the floor of the Senate to substantively adopt the modification of duties policy used by the University of South Carolina at its Columbia and Regional Campuses. The resolution was co-sponsored by 29 current faculty senators and passed the Senate in March. Future committees should follow up on whether any action has been taken by the office of Academic Affairs regarding this issue.

12. **Dental Insurance.** At the final meeting of the year, the committee reviewed the policies around adopting dental coverage and dental plus. Compensation rates for dental work are very low and the committee agreed we should explore why dental plus can only be added to an account every two years.

13. **Summer School Policy.** A faculty member brought two concerns regarding summer school policy before the committee. The first related to the ability to average two
course sections to have both sections “make” (e.g. 7 students one session, but 24 second session allows both classes to make the minimum of 12). The faculty member wondered how Maymester courses could average since they have no equivalent. This member requested a policy review to determine if averaging could take place over two years (e.g. 7 students in 2007 and 20 students in 2008 allows full compensation for each). The second issue related to the stated purpose regarding Maymester sessions (i.e. promote special topics). The committee agreed to review the official and unofficial summer school policies to address this faculty member’s concerns. Since this issue was raised at the last meeting of the semester, it will require work over the summer.