Faculty Welfare Committee Report
Fall, 2013- Spring, 2014
Submitted by Emily Skinner and Hector Qirko

Committee Members: Simon Lewis, John Crotts, Emily Skinner, Michael Gomez, Sandy Slater, Andrew Clark, Hector Qirko, Todd McNerney

Chair- Fall, 2013: Simon Lewis; Chair- Spring, 2014: Todd McNerney
Secretary- Fall, 2013: Hector Qirko; Secretary- Spring, 2014: Emily Skinner

I. Chair and dean evaluations

The Faculty Welfare Committee strongly encourages these evaluations to continue (for chairs annually and for deans every other year). This stance was communicated with Bev Diamond.

In light of this recommendation, the FWC discussed 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.

II. Online student course evaluations

FWC continued to encourage the development of a mandatory course evaluation opt-out for students prior to being able to access their grades, as well as to discourage the use of initiatives that reward faculty for high response rates from their students. However, two positive changes: the Blue Portal Integrator and running the evaluation period through exams (the latter promoted by FWC) were instituted in the evaluation process for spring semester.

III. Confirmation on timetable for revisions to the FAM

FWC inquired about the timetable of revisions to the FAM. The 2013-2014 FAM revisions were posted in October. The FWC requested that FAM revisions should be completed in the summer before the contract year begins. The recommendation of the FWC have not yet been adopted by Academic Affairs.

IV. Status of visiting faculty member modification of duty policy

Todd McNerney met with Academic Affairs regarding the necessity of developing a modification of duty policy for visiting faculty members. There was some suggestion that they would do so
but it was unclear if it would be a formal policy or an individual negotiation with department chairs.

V. “Great Colleges to Work For” survey

FWC encouraged College participation in the full survey in March, 2014. The Campus Diversity Climate Survey was slotted to occur during March, 2014 as well. Brian McGee attended an FWC committee meeting and queried the committee to move the survey back. The FWC held their stance that the Great Colleges to Work For survey should be conducted in March, 2014. President Benson opted not to conduct the Great Colleges to Work For survey so that it would not compete with the Campus Diversity Climate Survey implementation.

VI. Adjunct Representation
Subcommittee: Simon Lewis, Hector Qirko, Emily Skinner

The adjunct representation subcommittee drafted two motions regarding adjunct representation on Senate and on other relevant college wide committees. In preparing these motions, the subcommittee first met with Deanna Cavenny before presenting at December Senate meeting. The motions were remanded to the By-Laws Committee. The By-Laws Committee asked for clarification, the FWC subcommittee provided clarification, and then the By-Laws Committee asked for further clarification. The possibility of including an appendix on motion that listed possible questions the Senate might ask was discussed. The subcommittee met with Simon Rick Heldrich and Deanna Cavenny on May 8th, 2014 to flesh out the crafting of the motion so that it is ready to go this fall.

Outgoing (2013-14) and incoming (2014-15) committee members of both the By Laws and FW committees are meeting this summer for the purpose of getting on the same page with regards to the projected FWC fall motions for adjunct representation on selected faculty committees and the faculty senate.

VII. Faculty childcare

Candy Jaruszewicz, director of the Early Childhood Development Center (ECDC), responded to the FWC inquiry regarding the potential for extending childcare/preschool availability through an ECDC/Memminger partnership. Dr. Jaruszewicz noted that Memminger has been focused on other initiatives (e.g. IB program, new building, etc.) and would be unlikely to take on a preschool expansion initiative at this point.

VIII. Grievance process
Subcommittee: John Crotts, Mike Gomez, Todd McNerney

Grievance Committee and Mediation:
Kathryn Bender discussed the grievance process with the FWC. She noted that mediation is specified for grievance process, and yet no process is specified and grievance is not defined. She is in favor of making more robust mediation procedure and providing training. The FWC critiqued the current two week limit to file a grievance as too tight and requested an extension. Note: Grievances do not include tenure and promotion, sexual harassment, etc.

IX. Dual career and hiring practices
Subcommittee: Sandy, Drew

The Dual Career and Hiring Practices subcommittee recommended that because the two documents are different in nature (one addressing hiring processes and procedures more generically and the other specifically related to dual hires), they should be separated and developed individually. The spousal hiring form as well as suggested procedures to develop dual hires is complete and was submitted to Deanna Caveny in Academic Affairs during the Spring 2014 term. 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 and consistent practices. The FWC committee chair will share with Academic Affairs as the documents and discussions progress.

X. Appointment letter and other College/faculty communication tone

An ad-hoc meeting was called in January regarding the wording and tone of a new hire appointment letter that stated that faculty could be expected to teach courses outside of the downtown campus.

XI. Presidential search faculty poll and forum

The FWC sponsored a poll regarding the faculty’s response to candidates. Lynn Cherry invited all faculty to participate on March 17 and 19, and results were shared with faculty on March 20.

The FWC also held a faculty forum on Monday, March 22nd, to discuss the three presidential candidates’ strengths and weaknesses. Qualitative notes were taken and submitted regarding the strengths and weaknesses of all three candidates.

XII. Campus police/faculty interaction

A CoFC faculty member requested that her on-campus arrest experience following rolling through a stop sign while holding a suspended license be discussed. An ad-hoc FWC meeting was called on March, 25th. The faculty member attended along with two colleagues and shared her experience of being arrested, put in handcuffs, not allowed to contact her family, and threatened
that invasive search measures could occur. The faculty member stated that the campus police
had outdated information that her license was currently suspended.

Following this meeting, the FWC invited Kathryn Bender and Jeri Cabot to meet regarding this
incident.

The FWC met with Kathryn Bender and Jeri Cabot on April, 15th, 2014. Discussion ensued
regarding the individual incident sanction outcomes as well as more general issues including the
lack of counsel for individual faculty, collapse of the ombudsman, minor traffic offense
procedures, grievance committee role, and campus police/faculty relations.

XIV. T & P Question: Inclusion of provost’s and dean’s letter in packet

FWC discussed 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.

XV. 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.

XVI. 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.