Faculty Welfare Committee Final Report

Members: Andrew Clark (resigned mid year), John Crotts, Michael Gomez, Beth Goodier (Secretary), Adam Mendelsohn, Kate Owens, Hector Qirko, Sandy Slater, Emily Skinner (Chair)

1. Deans’ Evaluation FAM wording
   John provided some recommended language regarding Dean’s Evaluations for the FAM. The Interim Provost indicated he would take this wording under advisement and assured the committee that he would continue the regular evaluation of Deans.

2. University Professor Rank
   After being approached by the Speaker of the Faculty, a subcommittee of the FWC explored the concept of University Professor rank. Members identified and reviewed other institutions with similar ranks and reviewed the history of this award at COFC. Mid-year, Interim Provost McGee brought the committee recommended language for the FAM regarding this designation. The committee reviewed, suggested minor revisions, but approved the concept and encouraged the Interim Provost to proceed.

3. Faculty Grievance Process
   John brought the committee recommended language for an ad hoc senate committee to revamp the faculty grievance process. Some members of the Faculty Welfare committee did not believe a committee was necessary and encouraged John to bring suggested revisions to the committee for discussion. This was not resolved at the end of the academic year, but we anticipate the committee will continue to review this in the next academic year.

4. Dual Hiring Process
   The FWC subcommittee drafted several versions of a proposal for dual career/dual hire propositions that were thoroughly vetted by the entire FWC and agreed upon before being submitted to Interim Provost McGee. The FWC hoped to address the dilemma posed by the frequent hiring of a faculty member whose spouse/partner is also an academic and whose career demands prevent faculty retention and create dissatisfaction among existing hires. It was agreed upon after meeting with Interim Provost McGee, that while the College of Charleston acknowledges this to be a problematic situation, the current legal constructions regarding same-sex marriage and legal definitions regarding partners, spouses, etc. prevent this from becoming a top priority, as it may be settled by the State of South Carolina and the United States as a whole in upcoming legislation and legal decisions.
5. **Revision to FAM regarding adjunct titles and graduate faculty titles**
   Interim Provost McGee proposed changes to the FAM regarding the designation of "adjunct" faculty to "adjunct lecturer" or in some cases "adjunct senior lecturer." The FWC provided feedback and support for the proposed changes that went forward to the Faculty Senate in April, 2015. Interim Provost McGee also shared proposed revisions to more clearly define the FAM's definition of the "graduate faculty." The FWC provided feedback and supported the changes.

6. **Timeline for Provost Hire**
   We sent an email to President McConnell inquiring as to the status of the provost search for the 2015/2016 academic year. President McConnell responded that there was no report to give at this time.

7. **Course releases**
   Several questions regarding course releases for administrative responsibilities among full time faculty who receive no financial remuneration. In general discussion, it was clear that there exists an uneven pattern of work/reward across campus for various forms of "side" labor such as Internship program advisement and monitoring. It was suggested by the larger FWC that a workload survey could prove beneficial in identifying the most egregious cases of inequity and possibly provide a solution for a future model.

8. **Student Evaluations**
   The committee continued the work from earlier years regarding the use of online course evaluations. Mid-fall, Interim Provost McGee responded to our concerns in person noting his concern with low response rates as well. He indicated we would not return to paper forms, but that he was in favor of mandatory class time to complete evaluations. Beginning in the fall, faculty would be encouraged to devote time to course evaluations. In the spring, this would be mandatory. Faculty will be required to announce the dates and times to do this so students can bring mobile or electronic devices.

9. **Tuition**
   FWC convened a subcommittee of Sandy Slater and Michael Gomez to investigate the possibility of college tuition remission for students of faculty or the possibility of creating a SC state school consortium. We found that Compensation Committee had been working for several months on a similar train of thought and Sandy and Mike met with Susan Rozzi to compare notes. Given Compensation Committee’s months of work on this issue, it was deemed untenable simply because of the financial inadequacies this would create. It was also suggested that instead of favoring a small number of faculty (i.e. those with children) these funds would be better spent raising base salaries across the board.
10. **Childcare**
Beth met with the Superintendent of the Charleston County School District to discuss possibilities for increasing the availability of nearby childcare for faculty and staff. We discussed proposing to HR a list of links to online resources for potential/new hires related to their childcare needs, such as links to the “Search for Childcare Providers” database ([http://www.scchildcare.org/providers/provider-dashboard.aspx](http://www.scchildcare.org/providers/provider-dashboard.aspx)) run by the South Carolina Department of Social Services. The rationale for HR maintaining such a list of resources is (a) there is a much higher demand for childcare services than ECDC can reasonably provide, and (b) new employees might benefit from an increased availability of information about other options in the local area.

11. **Great Colleges to Work for Survey**
The committee discussed the value of collecting data over multiple years and encouraged the Provost and the President to participate in the Great Colleges to Work for Survey in the spring.

12. **Tenure and Promotion Process Challenges**
The FWC collected information from their department colleagues and chairs and met with Associate Provost, Deanna Cavenny, during the October 1 meeting to discuss tenure and promotion process challenges for Academic Year 2014-2015. The major issues revolved around 1) the August timeline of the dissemination of information to candidates, 2) difficulties with Sharepoint Access, and 3) the cumbersome process candidates endured to publish their packets electronically. Highlights from the discussion include:

- **Off Campus Access for Macs** - Bev Diamond worked with Sandy Hall to resolve it for her and so they assumed it worked. Sandy Hall needs to know when there are individual issues so she can work with IT to resolve.
- **We engaged in a discussion of going to a new system** and Associate Provost Cavenny noted this could be considered, but there will unknown issues with new system.
- **The FWC asked to purchase an Adobe Site License?** Associate Provost Cavenny took this request to IT.
- **Timing Issues** - The FWC shared that the timing of the dissemination of information caused candidates stress. Associate Provost Cavenny responded that the joint memo and the online instructions were delayed because of the changes in the FAM that were being proposed and agreed to work hard to resolve for the 2015/2016 academic year. We discussed using a year-lag, but Deanna noted that the drawback of this approach would be that changes were to candidates’ advantage.
- **Associate Provost Cavenny noted that the post-tenure review changes did go out late.** They were based on the conceptual
proposal that was shared with multiple committees and constituents (members of the FWC did not remember reviewing this information). The biggest change is that annual evaluations will be used for “satisfactory” decisions.

- Associate Provost Caveny explained that there were only two changes that were shared during the meeting:
  - Errors of fact and requests for more information.
  - Change for senior instructors - flexibility to choose when they went up.

13. **Bomb threat communication**

Following the bomb threat on campus and the subsequent concerns about the Cougar Alert and the information available to faculty, staff, and students, Beth met with Randy Beaver to officially share the concerns with the committee. Mr. Beaver indicated that a task force had been created and that he would be willing to update the committee on changes based on task force recommendations. He was also willing to work with a member of the committee on cougar alert message language.

14. **SNAP Office**

In the final meeting of the semester a faculty member raised concerns about the hours of the SNAP office and the impact of these limited hours on faculty who give exams at 8am or after 5. The committee suggested the office consider swinging hours so that these time slots could be better managed without requiring faculty to manage the accommodations without the assistance of the SNAP office. The SNAP Director indicated she would take the request back to her staff and get back with the committee chair after that discussion was complete.