Members: Emily Beck (chair), Keonya Booker, Stephen Della Lana, Mary Jo Fairchild, Phyllis Jestice, Martin Jones, Richard Lavrich (scribe), Myra Whittemore, and Jen Wright

The following is a summary of the primary tasks the Faculty Welfare Committee (FWC) investigated and discussed during 2017-2018. Several of these issues will continue to be addressed in the future, as many of our committee members will remain members of the committee during academic year 2018-2019.

1. Concerns about the low state of morale on campus

   a. Persistent communication issues between upper administration and faculty:
      i. Concerns expressed to try to get the upper administration to be a little more considerate with regard to communication. Information is sometimes expressed in a punitive manner and in a way that requires rushed responses.
      ii. General sense that directives are sent down without faculty input. Many feel disgruntled that they are expected to carry out time-consuming mandates that they do not feel benefit students or the College without remuneration or appreciation for their time.
      iii. Current operational practices are affected by micromanaging at the upper administrative level and an inability to delegate responsibility or trust lower administration to handle tasks.
      iv. We discussed structural problems at the college that are wearing everyone down:
         1. There are too many levels of bureaucracy and forms to fill out. Everyone in AA is overworked too – administrators here work long hours. The administrative bloat at the College is in how many forms and issues have to pass through their desk rather than having deans or chairs handle some of the issues. Offices understaffed; things take too long to be approved.

   b. We researched the findings of the surveys conducted on campus: The Campus Climate Survey (published 2014), Great Colleges to Work For 2013 and Great Colleges to Work for 2015. These reports are available through Institutional Research. Summaries of detailed findings related to faculty morale may be found in the FWC minutes of this year. The most important dimensions we focused on due to their continued relevance related to current Presidential Search were:
      i. Process of the previous Presidential Search left faculty feeling that their voice is not valued or appreciated.
      ii. Salary is not competitive for cost of living; salary compression problems.
iii. Many would like administration to explore new forms of compensation, including livability issues (subsidized childcare, improved public transportation, tuition discounts for dependents, etc.).

iv. Salaries at peer institutions do not reflect the onerous cost of living here in Charleston.

v. Food security and housing security concerns affect faculty, staff, and students.

c. Poor working conditions (facilities that are dirty and poorly maintained)

FWC presented a summary of these findings to members of the Presidential Search Committee and Board of Trustees President David Hay on April 4, 2018 at 12:00.

2. Lack of information and faculty input regarding the Bridge Program

a. Lack of transparency about the implementation and details of this program
i. Many faculty expressed concerns about the lack of discussion or faculty input regarding this program: although there was an initial presentation about the bridge program to the Academic Planning Committee on 11/4/16, they did not know that the bridge program was to start August 2017. FWC have not been able to find any faculty at the role of chair, program director, tenured faculty, tenure-track faculty, or instructors who claims detailed prior knowledge about the roll out of the Bridge Program occurring this academic year.

ii. Who is in charge of the program? Which departments are participating? How are student learning outcomes assessed? Concerns about support of adjuncts, office space, and pay scale. Concerns about student support services, opportunities to recruit students to major/minor programs, their level of preparation as a result of the courses offered, student integration with broader campus community. Concerns about impact: Is the Bridge Program good for the students, adjuncts, and CofC?

3. Continued FWC Advocacy for Adjuncts

a. The current structure of adjunct pay will not be modified for AY 2017-2018.

b. Faculty Senate created the Ad Hoc Adjunct Oversight Committee in Fall 2017 (Phyllis Jestice served as the FWC representative)
   i. Adjunct pay issues likely not to move forward until the finances of the college of the whole are addressed.
   ii. Discussion involving possible things to make life better for adjuncts
      1. quicker scheduling of courses taught
      2. job stability for long term adjuncts
      3. decrease time elapsed between start date and first paycheck

4. Lack of enforcement of policy banning tobacco use on campus
a. FWC received repeated concerns about smoking on campus. Could we get more visible signs explaining the policy?
b. FWC proposed to FACP that enforcement of smoking policy might be improved. At November 28, 2017 meeting of FACP with President McConnell, he asked for specific locations for increased signage and enforcement. We drafted a letter:

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Letter Sent to President McConnell, January 10, 2018

Re: Smoking on Campus

Dear President McConnell,

Thank you for the opportunity to follow up on the conversation started during our last Faculty Advisory Committee to the President (FACP) Meeting in December regarding the issue of smoking on campus. I solicited feedback from faculty and staff regarding locations that we might suggest to you as particularly problematic and I have personally walked around campus on different days and times to get a more complete sense of the situation.

The consensus is that the policy is not being enforced and that any whose offices face entry doors or who have windows are negatively impacted by second-hand smoke. I received comments that suggest that lack of enforcement of the smoking policy causes problems at entrances to most all buildings, courtyards, bus stops, benches, and green spaces on campus. When the policy was adopted on July 1, 2014, signs and explanations of the policy, along with maps, were placed prominently around campus. In recent semesters it seems that the policy is no longer enforced and smokers are not reminded to do so off campus property.

Links to the policy:

http://tobaccofree.cofc.edu/

http://policy.cofc.edu/documents/6.1.5.pdf

Cited from page 2 (emphasis added): “Use of all tobacco products is prohibited in all College-owned or leased buildings; in all buildings on College-owned or leased land; on all College-owned or leased property, including outdoor seating areas; and in all College-owned, leased, and rented vehicles. Use of tobacco products is prohibited in all those places here identified, including but not limited to, offices (including private offices), classrooms, laboratories, stairwells, elevators, restrooms, hallways, porches and piazzas, rooftops, indoor and outdoor athletic facilities, residence halls and historic properties, shuttle buses, shuttle bus stops, parking structures and parking areas on College owned or College-leased property, sidewalks on College-owned or College-leased property, lobbies and waiting areas, outdoor benches, green spaces on campus, and other common areas.”

http://tobaccofree.cofc.edu/tobacco-free-campus-map/index.php

As per the map, it is clear that smoking is permitted on the sidewalk of Liberty Street, for example, but not at the entrance to Fresh Food Company, or the entry walk into JC Long and Tate Buildings. Smokers also routinely smoke on Cougar Mall, the Cistern Yard, the courtyard and green spaces around Addlestone Library, the entrances into the School of Sciences and Mathematics Building, and the grounds surrounding the Stern Center, to name just a few of the spaces consistently mentioned and observed. We are just not seeing enforcement (or even signs) on many areas of campus.
Would it be possible for you to encourage greater enforcement and increased awareness of this policy that affects the health of our campus community?

Thank you in advance,

Emily Beck
Faculty Welfare Committee Chair

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5. Problems with facilities and lack of communication with Physical Plant

   a. FWC received consistent complaints about lack of facility maintenance; lack of cleanliness in classrooms and hallways
      i. There is also an unclear administrative structure of Physical Plant: when you make a request, how to follow up? What to do and who to contact if work is not completed?
   b. On Feb. 1, 2018, the College hired a new VP, John Morris, VP of Facilities Planning.
   c. On March 26, 2018, FWC met with VP Morris. He explained that he is working to create a clear responsibility chart with a clear way to see where in the process a request is, improved communication with faculty and staff, better use of resources in work process response time and time to completion.
      i. We were very impressed and encouraged by Mr. Morris’ engaged discussion with us. We are hopeful that we will all see positive changes in the management of the Physical Plant in the coming months and years.

Respectfully submitted, May 2018
Emily S. Beck
Chair, Faculty Welfare Committee 2017-2018