Faculty Welfare Committee  
Meeting Minutes: December 1, 2017

Call to Order: The meeting was called to order at 12:00PM in Maybank 209

Committee Members in attendance: Emily Beck (Chair), Keonya Booker, Phyllis Jestice, Richard Lavrich, Martin Jones, and Jen Wright

Agenda:

1. Faculty Morale
2. Report from the FACP (Emily)
3. New Business

Discussion of agenda items:

Faculty Morale Issues:

Related to the lack of communication between Upper Administration and Faculty

When the FACP mentioned to the President that a big problem on campus is the lack of communication between Upper Administration and Faculty Group he said that there has “never been such transparency” at this institution. Committee members were surprised and disheartened at this response.

FWC considered proposing that the FACP send a letter to the president about why we were flummoxed and sat there in open-mouth silence(?)

More than a transparency issue, it is a problem of being condescending and treating us like we are babies who need to be constantly reprimanded.

Institutional Effectiveness Office is a big part of the problem.

Compensation is also a problem

Peer institutions do not reflect the onerous cost of living

Food security and housing security

Jen mentioned that she is part of the new committee on the institutional mission (Ad Hoc Committee for Identity and Vision)

We discussed structural problems at the college that are wearing everyone down:

There are too many levels of bureaucracy, forms to fill out;

AA is over worked too – Deanna, Lynne, and Brian work long hours.
The sense that this institution is bloated is in how many forms and issues have to pass through their desks rather than having deans or chairs handle certain issues.

Offices understaffed; unintelligible use of resources:

The institution is bloated in the sense that things take too long to be approved.

Smoking:
Could we post more signs at the building entrances?
What spaces in particular should we recommend for increased signage?
    Any courtyards
    Liberty Dining Hall, ECTR entrances, JC Long/Tate entrances
    Maybank, Cougar Mall
    YWCA / Parking Garage / Side of Bell Building
    SSMB building and courtyard

More ideas about ways to improve faculty morale on campus?
    Change summer session to allow faculty to count it toward regular semester credit hours
    More focus on high impact experiences - Study Abroad
    Carnegie Classification for an Engaged Faculty
        Makes community research a primary focus of the institution; could count community engagement toward T&P

New Business:
    FWC was asked by AAUP representative to observe the Adjunct Appeal Process by Oksana Ingle (Russian Studies).
    The meeting went on all day but FWC Member Martin Jones was able to observe part of the hearing.

Ongoing Facilities Issues:
    Consistent complaints about lack of facility maintenance; lack of cleanliness, unclear administration of Physical Plant: when you make a request, how to follow up? What to do / Who to contact if work isn’t completed?
Could we schedule a meeting with the head of Physical Plant (perhaps at our Feb meeting) maybe wait until after survey results?

**Meeting Adjourned:** 12:58 pm

**Next Meeting:** A doodle poll will be sent out in early January once everyone is aware of spring schedules