Faculty Welfare Committee
Meeting Minutes: February 20, 2018

Call to Order: The meeting was called to order at 1PM in 209 Maybank

Committee Members in attendance: Emily Beck (Chair), Keonya Booker, Stephen Della Lana, Mary Jo Fairchild, Phyllis Jestice, Martin Jones, and Richard Lavrich

Agenda:
1. Continue to identify dimensions of faculty morale that FWC will work to improve
   a. Reports about faculty climate materials. Climate survey and data from Great Colleges to Work For 2013, 2015
   b. Suggestions/ideas from Conversations on Institutional Identity; Ad-Hoc Committee on Institutional Vision
   c. Other data sets to consult?
2. Plan for addressing dimensions of faculty morale?
3. Reports from Faculty Advisory Committee to the President (FACP)
4. Physical Plant
5. Other committee reports to consider?
6. Other old business(?)
7. Adjunct advocacy – continue to address concerns related to adjunct colleagues
8. New business

Discussion of Agenda Items:
   a. Reports about faculty climate materials. Climate survey and data from Great Colleges to Work For 2013, 2015, Campus Climate Survey (2014)

      o Surveys identified these dimensions consistently:
      o Poor communication between upper administration and faculty (Great Colleges 2015, 2013)
      o Poor relations between administration, faculty, and staff (Great Colleges 2015)
      o Lack of shared governance (Great Colleges 2015)
      o Lack of administrative transparency (Great Colleges 2015, 2013, Campus Climate)

      o Surveys identified dissatisfaction with:
      o Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. (2013 Great Colleges, 17% strongly disagreed)
      o Lack of tuition reimbursement/discount for dependents of faculty or staff (Great Colleges 2013, high % very dissatisfied)
      o Lack of family-based services for employees and faculty (Campus Climate Survey 2013)
      o Disparities that prevent equal pay for equal work (Great Colleges 2013, Campus Climate Survey 2013)
According to the Campus Climate Survey, People seriously considering leaving the college (p. 6) due to unwelcome climate, tension in department with supervisor/manager, financial reasons (ppt slides 65, 67)

Could there be a Campus Welfare Committee that included Staff as representatives?

More adjunct representation on FWC in future years?

The Council of Chairs is administering a survey about Assessment - many chairs and program directors are dissatisfied with the time commitment, usefulness of the data, lack of compensation, etc., etc.

Meeting Adjourned: 2:03pm

Next Meeting: scheduled for March 26, 2018 from 2-3pm in JC Long 131