Faculty Welfare Committee
Meeting Minutes: October 4, 2016

Call to Order: The meeting was called to order at 12:15 PM in JSC, room 319

Committee Members in attendance: Emily Beck, Matthew Cressler, Stephen Della Lana, Glenda Byars Johnson, Martin Jones, Susan Klein, Richard Lavrich, Ashley Vaughns, Jen Wright

Agenda:
1. Missing FAM language (Emily)
2. Review policy regarding annual review of chairs and deans (Stephen and Matthew)
3. Continuing advocacy for adjuncts, review of implemented changes, discussion of further modifications needed (Susan, Richard, and Glenda)
4. Review of policies for modified duties (Emily and Ashley)
5. Examination of advocacy for faculty in decision-making processes on campus (Martin and Jen)
6. New business?

Discussion of Agenda Items:

1. Emily Beck contacted Todd McNerney regarding missing information regarding grievance process in FAM but has not yet heard a response. She will contact again.

2. Review policy regarding annual review of chairs and deans (Stephen and Matthew)
   a. Emailed Deanna Caveny regarding process by which deans and chairs have been evaluated during the past three years and how they will be evaluated moving forward but have not yet heard a response.
   b. Committee discussed the importance of regular review of deans and chairs. Discussed possibility of making a formal report about the importance to the Faculty Senate.
      - Once we hear from Academic Affairs, FWC will determine how to move forward.

3. Continuing advocacy for adjuncts, review of implemented changes, discussion of further modifications needed (Susan, Richard, and Glenda)
   a. Adjuncts have not received a pay increase for AY 2016-2017.
      - Deanna emailed the history of the adjunct pay and explained that the current structure of adjunct pay will not be modified for AY 2016-2017.
      - Senior Adjunct status is awarded by chairs and deans for longtime adjuncts but does not have a pay increase.
   b. The possibility of providing adjuncts with pretax parking rates is unlikely due to a state policy.
c. Recommended creation of a FAQ page on Academic Affairs website for adjuncts so they know what benefits they are entitled to.
   - Members discussed determining what should go on that page.
   - We will ask adjuncts in our departments what they would like to see on the Academic Affairs website and report back at next meeting.

4. Review of policies for modified duties (Emily and Ashley)
   a. Emily contacted Deanna Caveny but has not yet heard a response about the modified duties policy:
      - Is the determination of appropriate modifications handled at the departmental, school, or college-wide level?
      - Is Academic Affairs at liberty to disclose what modifications have been granted in the recent past (say, over the past 3 years)? While preserving our colleagues' privacy, is it possible to know a gender breakdown of this information? Is it possible to know the applicants' rank at the College?
      - Is there an appeal system? If a faculty member requests an appeal to a decision, are there any protections in place for those on the tenure track or at the rank of instructor?
   b. Emily will invite Deanna to the meeting on Tuesday November 1st.

5. Examination of advocacy for faculty in decision-making processes on campus (Martin and Jen)
   a. Martin and Jen met with Todd McNerney and discussed issues that have caused concern. Todd mentioned that he too has received concerns from faculty members.
   b. Some of the concerns related to the sense that the College is searching for an identity as an institution.
   c. Committee discussion of concerns that faculty have raised regarding changes that have been made in organizational structures and decisions.
   d. Committee members discussed possibility of making a statement to the Faculty Senate as a committee about concerns.
   e. We will ask faculty in our departments about concerns and report back at next meeting.

6. New business?
   a. FWC received a letter from faculty members detailing concerns about the cost of women’s preventative health care and regarding disparities in services provided to women and their female dependents.
   b. Committee discussed best ways to approach this issue: is there state wide advocacy going on? What are other universities doing? Sandra Bennet in HR may have insights about whether there is anyone advocating for a better plan. Who is the PEBA advocate? Ask the author of the letter to put together petition language
that can be distributed? Create a Qualtrics survey to allow faculty and staff to add their voice?

c. Susan Klein will consider these issues and report back to committee.

Meeting Adjourned: 1:15pm