Faculty Welfare Committee Minutes
Academic Year 2014-2015

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

Faculty Welfare Meeting
September 3, 2014

Present: John Crotts, Adam Mendelsohn, Michael Gomez, Emily Skinner, Beth Goodier, Hector Qirko, Kate Owens

Not Present: Sandy Slater, Andrew Clark

Agenda Distributed Prior to Meeting:
Old Business
1. Elect new FWC chair and secretary
2. Status update on FWC 2014 report and discussion of which issues need to move forward to 2014-2015 goals/subcommittees
3. Update on deans’ evaluations- Todd McNerney
4. Adjunct representation on college committees (e.g. Senate, Faculty Welfare Committee, etc.)
5. Timing of tenure and promotion changes to policies publication- Discussion
6. Adjuncts and alternative spring break mentoring and study abroad trips- update from Deanna Caveny
7. Book store inventory

New Items:
1. Adjunct pay raises
2. childcare

I. Report from Former Committee Chair: Todd McNerney
   • The meeting began due to time constraints with a report from Todd McNerney regarding Dean’s Evaluations.
   • Evidence suggests dean’s evaluations may not have been completed or were not addressed in any public way.
   • Todd Brought to interim provost’s attention. Provost McGee indicated that while he is provost he will follow the FAM.

Action Item: Committee- follow up with provost’s office and see what is being done with deans’ evaluations.

   • Next, Todd reported on the Climate Survey. There is a communication plan in place and the results should be reported in October. According to Brian McGee, Data not yet available for public viewing

Action Item: Follow up with Brian McGee or John Bella Ogunu (chair of committee)
• Then, Todd reviewed the change in the mission statement. He acknowledged that President McConnell shared the first change with Todd and that the process was expedited in order to meet CHE meeting. Copies of mission statements throughout time will be shared with Senate at next Senate meeting.

• 1992 when graduate programs were created, organizational name, University of Charleston, was already used. In that initial mission statement. The graduate programs at CoC have limited Masters programs and has aspiration to offer doctoral programs.

• Substantative change - addition of research in place of comprehensive - not with the sense that we will change immediately who we are and what we do.

• Re-strengthened the statement that the core of the institution is the undergrad. U of Charleston is a subsidiary unit within the College of Charleston.

• President and board believe that bringing college and university together would make CHE happy.

• Subcommittee thought they needed to separate them out. Research has been taken out of first paragraph.

• Committee member stated this was a Defensive move against Clemson and USC moving in; do we have faculty here to provide programs.

• Finally, Todd reported on the group of faculty that have agreed to meet with the Chamber of Commerce to discuss the community need for graduate programs at COFC.

II. Election:
• Emily Skinner (chair),
• Beth Goodier (secretary)

III. Childcare report:
• Ashley Parr meeting with Brian and others to discuss alternatives to childcare at COFC. ECDC is not an option given the waitlist.
• It is a recruitment issue. Difficult to recruit new faculty and staff with no options. Chairs should not suggest that ECDC is a possibility for new faculty under the circumstances.
• What about an FAQ page for New recruits about things like childcare - a place where consistent messaging about these issues could be provided. This would be a resource for chairs or a place to direct people to.
• The unrelated but important topic of partner/child tuition discount/remission was also discussed as a recruitment issue. It was suggested that the new president might be able to make progress in this area since it has always been labeled a legislative issue.

ACTION ITEM: Emily will report back on childcare meeting. Committee should address and tuition remission in FAQ in future discussions.

IV. Bylaws revision on adjunct representation will be forwarded to the senate for review.
• Committee agreed someone from the committee should be there to speak to our support of this revision.

Action Item: Committee members should talk with departmental and school senators regarding the motion.

V. Issues Identified for Future Conversations
• Should adjuncts be eligible for merit increases?
• Revisions to the FAM: Could there be a consistent (and earlier) date by which those are completed.
• Grievance Committee process
• Administrative bloat - total wages of faculty vs. administration

The next meeting is Wednesday, October 1 in SOEHP Dean’s Conference Room at 11 am.
Faculty Welfare Meeting
October 1, 2014

Present: John Crotts, Adam Mendelsohn, Michael Gomez, Emily Skinner, Beth Goodier, Hector Qirko, Kate Owens
Not Present: Sandy Slater, Andrew Clark

Announcements:
- Next Meeting will be two hours. Please block as much time as you can.

Old Business:

Adjuncts and alternative spring break (Hector Qirko):
- There was some confusion about whether Adjunct and Temporary faculty could serve as mentors for alternative spring break. They, in fact, CAN serve as mentors in this role. They have not posted any policies on their website, but interested adjuncts and temporary employees are encouraged to apply.
- This should be the case for study abroad as well. Should we pursue with Andrew?
- We will encourage them to announce more publicly.

Senate adjunct motion (Emily)
- Please speak to your faculty representatives to encourage them to vote.
- Hector will follow up with Simon to ensure he will attend.

New Business:
Childcare Initiative (Emily)
- Who can attend the meeting on 10/13? [Beth Goodier]

Subcommittees Designation and Sign-Up
- Childcare: Kathryn Owens, Beth Goodier and Emily Skinner
- Dean’s Evaluations - Some committee on campus could recommend more explicit language for the FAM. Charleston County School Board Superintendent language may be helpful here. Be sure to distinguish between providing feedback to the Provost regarding Dean’s performance and an evaluation. [John Crotts will take this one on]
- Great College’s Survey/Climate Survey - Would like to see follow up on this. [John Crotts]
- We will add more subcommittees as issues arise and priorities are identified after our meeting with Brian McGee on Nov. 5

T&P Policy Revisions (guest-Deanna Cavenny)
- Sharepoint Access - Documents include the DEPT information. They will make the link not active so that people can add in the information about the department acronym.
- Off Campus Access for Macs - Bev Diamond worked with Sandy Hall to resolve it for her and so they assumed it worked. Let Sandy Hall know when there are individual issues. She will work with IT to resolve. Discussion of going to a new system. This could be considered, but there will unknown issues with new system.
- Could we purchase Adobe Site License? Deanna will take to IT.
- Timing Issues- Timing causes candidates stress: The joint memo and the online instructions were delayed because of the changes in the FAM that were being
proposed. Will work hard to resolve this year. Could consider using a year-lag. The drawback of this is that changes were to candidates’ advantage.

- The post-tenure review changes did go out late. It was based on the conceptual proposal which was shared with multiple committees and constituents (members of faculty welfare do not remember reviewing this information). The biggest change is that annual evaluations will be used for “satisfactory” decisions.
- There were only two changes which were shared during the meeting - errors of fact and requests for more information.
- Change for senior instructors - flexibility to choose when they went up.

Next meeting: November 5th, 11-12:30, SOEHHHP Dean's Conference Room
Faculty Welfare Meeting  
November 5, 2014

Members Present: Emily Skinner, Adam Mendelson, Hector Qirko, Sandy Slater, Mike Gomez 

Visitors Present: Brian McGee

Old Business:
• Deans Evaluation FAM wording- John Crotts
• Update on childcare initiative- Beth Goodier
• Update on dual hiring practices- Sandy Slater

Items for Discussion with Provost McGee:
*All referenced in the FWC action document presented to Provost Hynd in 2012/2013.
• FAM T & P revision timeline
• Great Colleges to Work For survey
• Online Course Evaluations
• Additional Updates?

New Business (Raised to the Committee’s attention by Faculty): Any items not discussed at this meeting will be tabled until our next meeting on December 3rd at 11 am in Dean’s Conference Room SOEHH.
• Midyear hiring of faculty and 3rd year review- Emily Skinner
• Study abroad course credit transfer process- Hector Qirko
• End of semester course exams- Hector Qirko
• Annual Evaluation Process – Beth Goodier
• Faculty ByLaws Proposals – Emily Skinner

Deans Evaluation FAM wording- John Crotts - TABLED UNTIL JOHN is returned.

Exam Period - Faculty member concerned that some faculty do not give final exams putting undue pressure on the faculty who do. This faculty member has suggested that all students should have to meet in class whether an exam has been given or not.

Study Abroad Transfer Credit - the process seems long and confusing. It is unwieldy and archaic.

Action Item: Hector will follow up with registrars office regarding the bank and whether or not there is a workflow item in progress.

Childcare Update:

Action Item:

Update on Dual Hiring Practice - Sandy Slater
Submitted a document to the Provosts office in early spring. No response from Provost office on dual hiring practices. Feel very strongly about this. Need to get some feedback.

Action Item: Follow up with Brian McGee today about a meeting regarding this topic.
Third Year Review: Candidate came to FWC regarding being required to go up for third year review at 18 months because he/she was hired mid-year. The committee suggested this appears to be covered by the FAM and that the candidate should have the option to pursue in January (as has been done in other departments) or wait until the following cycle. This does not appear to be a FWC issue at this time unless these options are actually un-available to faculty hired midyear.

**Action Item:** Follow up with faculty member.

By-Laws - ADA Compliance

This is largely a communication issue. Could we ask HR to include this on the FAQ sheet we discussed.

**Action Item:** Emily will follow up with Ed Pope.

Visiting Report: Interim Provost Brian McGee:

Sandy raised the issue of dual hiring/spouse/partner hiring. Brian has reviewed the submission from last spring. Brian summarized the policies of other institutions of higher quality. What we have in the draft is a good start, but we need to do more research and discussion with legal and other institutions (both in SC and other places). Would like to have this discussion after the laws are resolved on this issue.

**Action Item:** Sandy will follow up with Brian in 90 days.

FAM/T&P Revision Timeline

The memo is long and far to intrepretive.

Would like to see the timeline for FAM moved up. Committed to getting T&P memo and directions for online system out earlier.

Would like to review the conversations about Sharepoint and ways to improve the Tenure and Promotion process.

**Online Course Evaluations**

Frustrated about low response rates. Why can’t we do early release or opt out no grade release. Legal was not in favor of not releasing the grades. The problem is that our systems are not aligned to do this. The cost to do this would be considerable.

Could we give up? Go back to paper forms. Staff who processed these are no longer in IT. We no longer own the software.

Combine the old and the new. In the olden days, we devoted time in class to do this. I am proposing that we require faculty to set aside class time to complete course evaluations. Faculty will be required to announce the dates and times to do this so students can bring mobile or electronic devices.

Will be voluntary in the fall but required by the spring.

**Great Colleges Survey**
We would like to reiterate the desire to do this. Taken some steps to try and resolve some of the issues raised. Last spring, the response rate for campus climate was prioritized and we didn’t do them last year.

Climate survey results online. Faculty encouraged to review. Currently trying to formulate action items we can pursue quickly.

Is the goal to have this survey every year? Committee agrees that it should be done every other year for longitudinal data.

**Action Item:** Provide Guidance to Provosts office on the timing of the Great Colleges survey.

**Update:** January 15, 2015:

**Tying T&P to the FAM they came in Under**

Will not support this because it is too complicated to run T&P under different versions. Consistency requires that we operate under one FAM at a time. The FAM should only be changed in a careful, thoughtful way.

**Annual Evaluations of Dean’s and Chairs**

Deans should provide annual and written evaluations of chairs. Know that hasn’t always happened, must be followed.

Academic dean’s should be evaluated bi-annually. It may help to to know that SACS requires upper level administrators to be evaluated every three years. Will be evaluating this spring and the faculty survey will be administered again (exactly the same) as one point of evidence.

**John’s n**

**Two new things:**

- Faculty Activity System - has been available since 2005. Has not been used by all departments or programs but we are paying for it. AA can’t find information about service or research related work without going through word files etc. Most institutions have these and use them. Makes it easier to track, monitor, and produce custom reports. We need to be using this given our requirement for research.
- Comprehensive standard 3.7.2 says we have to evaluate all faculty regardless of contract or tenure status have to be evaluated “regularly.” Can develop ways to make this process smooth and workable given the current workload. Will devise a draft policy, vet this year and put into place next year.
- Faculty Development Center - re-established this year. Process for selecting a director and opening next fall.

Adam asked about the relationship between faculty and board of trustees. Brian acknowledged they are willing and engaged. Any ideas should be forwarded to him.
Faculty Welfare - December 4, 2014
Members Present: John Crotts, Michael Gomez, Kate Owens
Guests Present: Michelle Futrelle

I. Update from the Staff Advisory Committee to the President (Michelle Futrelle & Amy Orr)
   A. Michelle is the faculty liaison
   B. Amy is the Vice Chair
   C. Childcare - we should revisit that discussion once - Martin Krate is a student of John’s
      that might be a good resource.
   D. Fitness Center Update - 39 faculty have signed up; one of the challenges is the
      limitations, can we write a joint memo to the President;
   E. Great Colleges to Work for to discuss what could be done to improve the climate - FWC
      and SAC will follow up with Provost McGee and President. If they. FWC will ask for raw data
      from Campus Climate.
   F. Compensation - need faculty support for merit/market and regular increases
   G. Performance Evaluations - continue to work on this. Working on 100%
   H. Yammer - SAC is a part of a testing group
      1. It is an application that could take the place of our old listserv, a lot of
         groups on campus are using and testing.
      2. Need to help to identify pros/cons
      3. will need to establish clear protocols and guidelines for use

I. Areas for Collaboration
   1. Tuition remission or discounts
   2. Childcare
   3. Great Colleges to Work For
   4. HR FAQ

II. Distinguished Faculty Award - Todd
   A. Overview
   B. Support for a subgroup

III. Dean’s Evaluations - John
   A. John’s email regarding FAM language regarding Dean’s Evaluations. Committee will
      forward the suggested language for the FAM.

IV. Subcommittees
   A. These subcommittees should be empowered to do the work. Bring the work to the full
      committee, but would be up or down.
   B. Distinguished Teaching
   C. Tuition Remission - Employees of the College have benefit to the- talk to compensation
      committee
   D. Childcare

V. Meetings Next Semester
   A. Doodle poll is inconclusive. Will send something out to the group to finalize.
FWC Meeting Minutes
January 15, 2015
Members Present: Emily Skinner, Kate Owens
Members Absent: Beth Goodier

Update on Best Colleges to Work for Survey
Brian McGee says we will conduct this spring
Will be announced at upcoming Senate meeting
Conducted every two years
Question of whether it will be expanded or limited version

Update on Staff Advisory Committee to the President
Should consult with various other campus committees on issues such as tuition, childcare, workplace survey, Human Resources FAW, raw data from Great Colleges

Chair of Campus Committees
North Campus Professional School reports directly to Provost
Problem of North Campus classes not being vetted by Faculty Senate, specifically curriculum related to the B.S. in Professional Studies

Compensation Committee
Already working on tuition remission for faculty’s children
Need joint cooperation and meeting (Mike and Sandy will contact and meet with Susan Rozzi)

Creation of Subcommittees
Tuition
Sandy and Mike
Childcare
Kate and Emily
Teaching Awards/Faculty Awards
Hector and Beth
John will serve on Dean’s Committee
Workload Pattern Subcommittee
Adam and John

Unfinished Business
Find out whether Best Colleges Survey is Limited or Expanded
North Campus Courses vetted by Faculty Senate
Tuition Report from Susan Rozzi, Sandy and Mike
Discussion of Mandatory Evaluations
Policies and Information on Internships (Practices and Policies), work load survey
Faculty Welfare: February 12, 2015

Members Present: Kate Owens, Adam Mendelsohn, Michael Gomez, John Crotts, Beth Goodier, Emily Skinner

Members not Present: Hector Qirko, Sandy Slater, Andrew Clark
Guests: Deanna Caveny, Brian McGee (by telephone)

1. Update/Discussion: Brian McGee
   1. FAM revisions –
      i. Graduate Faculty: We have a definition in the FAM, but we don’t follow it in practice. This change clarifies what we do and is something we can enforce and manageable. One member of the committee suggested that it may not be a good fit for some of the programs (e.g. more professionally focused programs). Provost McGee acknowledges this challenge but notes that Type II designation covers this issue. The issue was raised that this would be a way of recognizing faculty who are doing good scholarly work. It is not the intent of the changes to tie financial reward to the designation though certainly the behaviors required for graduate faculty designation are similar to those for merit. The committee then discussed the process and how it would be implemented.

      ii. Adjunct Faculty Titles: These changes were recommended after meeting with adjunct faculty in the fall. Logical to offer them a title. Lecturer term is radically underutilized. Title progression though not necessarily wage progression is also on the table. No concerns expressed by members of the Faculty Welfare Committee.

      iii. Distinguished Faculty: In the 90’s there was a Distinguished Faculty rank for those who had performed very well and were approaching retirement. If approved by the BOT, they were given more responsibilities and a small pay increase before retirement. This was a nice recognition. Program was suspended in 2002 and the description of the designation was removed from the FAM. There is a good argument for returning to this designation but not tying it to retirement. Will call it the University Professor Program. Setting out the criteria based on previous FAM criteria. Have shown versions of the draft to Deans and Senior Staff. Will forward this to the Welfare committee and Academic Planning committee after dean’s comments.

      FOLLOW UP: Send note to Bylaws FAM saying that we are in support of the revisions circulated by Brian

2. Dean’s Evaluations and Surveys: Used the same surveys that were administered in 2013. Have received a few suggestions for improvement from faculty for wording on the surveys. They will be included as part of the data for Dean’s evaluations which will be done later this year. Will be reporting on the general findings at the March senate meeting. Provost McGee agrees that the language in the FAM needs to be changed so that it is clear, but would like to discuss the implications of the external review piece suggested by the committee. ITEM FOR FOLLOW UP: FURTHER DISCUSSION IN PERSON

3. Course Releases for Administrative Purposes: Emily and John explained the impetus for the discussion. Is there some level of review beyond? Provost explains that workload is managed at the program or departmental level. Acknowledge it is time to
revisit the discussion regarding clarifying these releases. The original intent was to create a set of resources for faculty who wanted to understand what options were available to them for releases. Welfare members acknowledge these vary across schools. With the current system, department chairs and deans have the opportunity to make these decisions if they are managing their enrollments and workload questions. This will be added to April Academic Forum agenda.

FOLLOW UP ITEM: Academic Forum. Subcommittee?

2. Student Course Evaluation Reporting -
   1. Committee reviewed the reporting changes and agreed with the revisions. Encouraged AA to re-run reports from previous years to save paper and make review easier for PTR, Tenure and Promotion and other major reviews. Encouraged Associate Provost Caveny to discuss whether charts should be included in reports for T&P.

3. Subcommittee Updates
   1. Childcare - Held over for next meeting.
   2. Tuition Remission/State Benefits: Met with Susan Rozzi. Talked about the issue with compensation committee. Where does the money come from? The state or the institution? If it comes from the institution then other things would have to go. Other explorations are occurring at the state level. Perhaps partner with someone on President’s Advisory Council to raise the issue. Mike will speak with Devon directly to see how that conversation went.
   3. Distinguished Faculty - See notes from Provost McGee

4. Good of the order -
   1. Bomb Scare - Brief review of communication challenges with cougar alert and specific messages. FWC will email President McConnell in response to his email.
Faculty Welfare
March 12, 2015

**Members Present:** Sandy Slater, John Crotts, Hector Qirko, Beth Goodier, Emily Skinner

**Members Absent:** Adam Mendelsohn, Kate Owens, Mike Gomez

**Guests:** Jerry Hale, Brian McGee

**Deans Evaluation FAM wording:**
John Crotts outlined why and how the document was drafted. Provost McGee acknowledged the current language in the FAM is less clear than we would like. He assured the committee again that Dean’s would certainly be evaluated this year. He indicated that he would be willing to change the word “periodically” for “bi-annually.” Directionally, we are on the same page, but there are several parts of the current draft that likely would not be appropriate at the College. A discussion of the role of Advisory Boards and Councils in the evaluation of deans ensued. Provost McGee will report back at a later date.

**University Professor Rank:**
Provost McGee circulated recommended revisions to the FAM regarding the University Professor Designation (circulated to the committee and Academic Planning). This program would have a maximum of three recipients per year. This designation would have some financial impact for the faculty member (approximately $10K) and some small amount of R&D money set aside for the faculty member in their home department. Should we consider time limiting the appointment designation. What about the name? Jasper Adams Distinguished Professor? The committee discussed the award and agreed there was merit and were in support of the proposal.

**Bomb Threat Communication:**
The committee discussed recent events, communication about the event both during and after the threat. Provost McGee reported on the activity of the task force and the President’s office and assured the committee that changes were being made. Beth Goodier is serving on an ad hoc committee on the issue and will keep the committee informed as new information becomes available.

**Faculty Grievance Process:**
John asked this committee to request Senate create an ad hoc committee to discuss revisions to the Faculty Grievance process. The committee had reservations about creating an ad hoc committee, but encouraged John to bring a recommendation to the committee that we could present to the senate.

**Dual Hiring:** There has been some conversation in the past about the hiring process and how partners might be defined. The Provost outlined our current process and acknowledged that these decisions are made at the point of hire. The subcommittee working on this topic will continue to work with the Provost on this issue once the legal issues involved are clarified later this spring.
Faculty Welfare Committee - April 9, 2015
Dean's Conference Room

Members Present: John Crotts, Sandy Slater, Mike Gomez, Beth Goodier, Emily Skinner, Kate Owens
Members Absent: Adam Mendelsohn, Hector Qirko

Agenda:

1. Update on Faculty Grievance (John Crotts): Katherine Bender has joined John to work on a draft policy for the committee to review at the final meeting.

2. Update on Bomb Threat Communication (Beth Goodier): Will forward more complete update after speaking with Randy Beaver, but a number of things underway including an app for better reporting and information distribution, a banner that will go across all screens immediately, and better wording on cougar alerts.

3. Subcommittee Reports
   a. Childcare: really nothing beyond the meeting early this year with Charleston County School District. Would like to put something together for incoming faculty regarding childcare options, more information about ECDC and other options at COFC. Position this as a recruitment and retention issue.
   b. Tuition Remission: This conversation essentially stopped because of the position that it was better for faculty/staff if there were pay raises across the board. This is something the incoming committee should decide whether they would like to pursue. Other avenues? Also worked with Devon Hanahan (Compensation) and Susan Rozzi (Compensation). Needs to be a financial plan in place for how it work so that it could not be shut down that easily.
   c. Distinguished Professor: Hector and I met, Provost McGee has put this on the agenda.

4. FWC Report of Annual Activity

5. Good of the Order
   a. Draft a memo to the President requesting a timeline for the Provost search and plans for next year.
   b. Issues with SNAP office: Student that she has who has time and a half, conflict came when she had an exam at 8 am, or give the exam later in the day. Why do they open at 8:30 if the students are expected to take an exam at 8 am. Inflexibility of the office. Limited communication from the SNAP office. Committee should invite Deborah Mihal to a faculty meeting to discuss.
      i. Responsibilities of Faculty Member with SNAP
      ii. Responsibilities of Students with SNAP
FWC
May 7, 2015

Kate
Liz
Susan
Gretchen
Josh
Beth
Deborah

2015-2016
• Owens, Kate, Math (will be present)
• Skinner, Emily, Teacher Education (will be present)
• Klein, Susan, Studio Art (will be present)
• McLaine, Gretchen, Theater & Dance (will be present)
• Piccione, Peter, History (didn’t respond to email)
• Minor, Joshua, Library (present)
• McClauley, Renee, Computer Science (didn’t respond to email)
• Warnick, Chris, English (can’t attend)
• To Be Elected (Adjunct)

Introductions of old members, new members, and guests (2:00-2:05)

SNAP (2:05-2:30)

Distributed handout on the typical solutions to the 8 am problem. Explained how evening classes are handled. Liz Martinez Gibson (guest) raised the concern that the student had three back to back course that prevented her from being able to take the time and half for each exam. The group tried to brainstorm solutions to the problem. The group suggested a floating staff member who could come in earlier or stay later. Eight percent of students have some SNAP accommodation. Deb will report back to her office and see if they can have a floater cover the 8 am. They will also explore other options.

Final Report (2:30-2:45)
• Changes to the FAM - we discussed
• Tenure and Promotion - Process problems, the College is moving to 100% online packets so the goal is to have the programs and systems working.
• Tuition Remission
• Expanding Childcare
• Great College’s to work for survey

Elect officers for 2015/2015 (2:45-3:00)

Secretary:
Writes minutes
Sends out agenda to faculty and sends reminders for meetings to committee
Organizes final report
Sends out doodle survey for meeting times each semester

Chair:
Facilitates monthly meetings
Communicates with faculty administration
Schedules guests
Attends committee chair meeting
Schedules space for meeting

Members:
Set agenda/subcommittees for year
Attend monthly meetings at agreed upon day/time
Respond to issues as they come to the FWC
Serve on subcommittees
Contribute to final report
Solicit feedback from colleagues as issues arise (e.g. T&P electronic submission)

FWC/Senate Rep:
Stays abreast of Senate proceedings as related to FWC issues (this can also be a member if someone is on the Senate)