Faculty Welfare Meeting Minutes

September 12, 2022, 11:00-12:00
ZOOM LINK: https://cofc.zoom.us/j/86898673234

Faculty Present:
Jenna Abetz, Elizabeth Bick, Thomas Carroll, Lisa Covert, Patricia Dillon, Maryam Mahdikhani, Robert Mignone, Ricard Vinas De Puig, Bethany Goodier

Items to Review Before Meeting:
- 2021-2022 Annual Report of the Committee:
- Minutes of 9/6 Faculty Senate meeting if available (email from Roxann Stalvey provides summary). President Hsu’s presentation would be a good item for discussion if it is available by then.
- EOP Survey (will receive separate invitation via Qualtrics to Collaborate if you have an account). Here is the link to view: https://cofc.qualtrics.com/jfe/form/SV_eVduZFU4eNLqM3I

Agenda

Housekeeping Items:
- Introductions
- Elect Notetaker/Secretary: Jenna Abetz will serve as notetaker/secretary
- Review Charge of the Committee
- Decision regarding how to meet: Faculty will meet via zoom this year.
- Assignments/Subcommittees

Review Major Issues from Last Year

Covid 19 Response: Committee reviewed response and we are interested to see how the next few weeks of the semester goes as students are back on campus and exposed in classes. One concern is that there is no way to tell individual faculty what’s going on more broadly as we are not sending notifications of case numbers. Elizabeth will check on updates regarding availability of new boosters on campus.

Facilities Management: There are ongoing issues with facilities across campus that impact morale of departments, emotional and physical wellness, as well recruiting and retention. The update from the Senate details that the college is dealing with a new company and there are some issues with the terms of the contract. They are trying to triage as they manage all of the buildings with different maintenance issues. Welfare will potentially coordinate with the associate deans of each school to come together to get a clear picture and then try to move forward. If faculty approach committee members with problems, have them take a picture so we can document.

Follow up on Financial Exigency Policy: By Laws Committee has not heard back from Academic Affairs. Lisa will get update from Deanna on where it stands and William will be meeting with the Bylaws Committee on Wednesday morning. Lisa and
William are going to be talking to the Provost on Wednesday so will get an update on where the policy stands.

**EOP Survey:** A faculty member wanted to get more information about interactions with the EOP office to understand the experience of requesting accommodations, particularly during Covid. The committee agrees this is an opportunity to gather more data about experiences of requesting other kinds of accommodations and modifications during Covid. For example, if a faculty was worried about a child or a parent or another person that they were providing care for during Covid, the policy for teaching online was not uniform across campus and some people experienced more resistance than others. Jenna and Beth will make needed survey adjustments, and the committee will send it out early this term.

**College Reads:** There was concern that a major change was made to the program without consultation with faculty. There has not been an official announcement about the future of the program but there is a new committee forming under the leadership of Chris Korey that will evaluate the future of the program and the first-year experience more broadly. This is a Welfare concern because it is not so much about College Reads specifically, but about transparency in the decision-making process when there is a committee that could be consulted. It was also raised with this committee because there was some perception that it had been eliminated because the books chosen focused on race, and that that was particularly challenging.

**New Business**

**Need member to serve on Adjunct Oversight Committee:** Patricia Dillion will serve as representative. The committee will rotate additional members in depending on the workload throughout the year.

**New Faculty Orientation and Parental Leave:** There is concern that there was no discussion of parental leave or modification of duties at new faculty orientation. While it is on the website, it can be hard to find. The agenda at orientation should include, at minimum, a description of existing policies regarding modification of duties and the option to stop the tenure clock. We will continue to monitor whether State employees qualify for the new 6-week parental leave law.

**Faculty/Staff Wellness and Strategic Plan:** There are questions about whether faculty self-wellness will be addressed in the strategic plan, as there has not been an announcement. Part of that wellness is dealing with some of these facilities issues. While there are resources for student counseling for students of concern, there is not a clear protocol for employees of concern, if an employee shares something that is concerning their well-being or mental health. The committee will work on ways to address a clearer protocol to ensure we are taking the right steps to protect not only the faculty but the school.

**Next Meeting:** October 10, 11:00-12:00