

## Faculty Welfare Year-End Report 2019-20

**Members:** Beer (PSY, chair), Woodworth (FACS), Kilgore (SON), Ferris (NSE), Shehan (LIB), Ordoyne (MCS), Damrel (HPPA), M. Sarver (SCW), Kamla (SOE), Keefauver (LLC), Hurren (SOE), Norris (INFO), Strandholm (EFA), Dinger (JCBE, scribe)

**Meeting Dates:** 9/12/20 (1), 10/10/19 (2), 11/14/19 (3), 1/28/20 (4), 2/25/20 (5)

The FWC's only recurring duty is to request, obtain, and distribute salary information. Other than that, the committee generally responds reactively to issues pertaining to faculty welfare. One theme of this year's committee was a focus on being proactive in creating positive change (as opposed to only remedying negative situations). The following is a brief list of activities—representing a mixture of each of these motivations—undertaken by the committee over the past 8 months:

- Supported attempts establish equitable travel compensation scheme for Nursing faculty. At last update, a tentative solution had been reached within SON.
- Worked with the Provost's office to clarify language in the Outside Activities policy. We were nearing a solution when things fell apart more generally and may have to broach the issue with the new Provost in the fall.
- Developed a faculty lunch program aimed at increasing connectedness, morale, and collegiality among faculty. Early returns (prior to curtailment as a result of the pandemic) suggest that this was a success and should be continued (data can be furnished upon request).
- Reviewed and offered comments and suggestions on the SOP task force report.
- Fielded complaints about Starfish and worked to develop a framework for addressing concerns with the system. A letter requesting data collection and provision was drafted but delivery was delayed—the committee decided the timing was not appropriate, given current circumstances. Further, the requests made in the document would likely be precluded by the current situation.
- Attempted to assist in resolving payroll issues—particularly the lag for adjunct faculty. We were not very successful in this venture, due largely to the fact that the policies and procedures are system-governed.
- Developed proposals for modifications to the ethics policies and procedures in our faculty review process. We drafted both a policy change and a procedural change and forwarded these to P&T for comments and suggestions. Again, the viral outbreak probably drove this to next fall's agenda.
- Began discussion and drafting of a caregiver policy to clearly explicate the university's commitment to supporting those who support others. We are currently looking for model policies from other institutions.
- Chair met with the Provost on a few occasions to discuss several of these initiatives, and those meetings were productive and helpful.

In all, the committee's activities were characterized by efficiency and positivity. Andrew Beer agreed to serve as chair again next year after much unsuccessful cajoling (and one attempt at noble sacrifice by another committee member).