

FACULTY WELFARE COMMITTEE

2015-2016 ANNUAL REPORT

Members

Richard Combes ((HPPA) [Chair], Jan Griffin (Psychology), Dawn Henderson (Nursing), Mary Lou Hightower (Fine Arts and Communication Studies), Jim Kamla (Education), Marilyn Knight (Languages, Literature, and Composition), George Labanick (Natural Sciences and Engineering), Chuck Reback (Business and Economics), Nick Rouse (Informatics), Mary Sarver (Sociology, Criminal Justice, and Women's and Gender Studies), Karen Swetland (Library), Xinli Wang (Mathematics and Computer Science)

Meetings

The Faculty Welfare Committee met seven times between September and March.

Business

The 2015-2016 Faculty Welfare Committee fulfilled the following yearly responsibilities:

- Selection of a Grievance Pool;
- Distribution of (1) a summary of administrative annual review rankings for 2014-2015, (2) a summary of faculty salaries for 2014-2015, and (3) the numerical results of faculty evaluations of administrators, support offices, and departments for 2014-2015.

The 2015-2016 Faculty Welfare Committee took the following initiatives:

- A Motion was sent to the Faculty Senate allowing Senior Instructors to follow the same policy for Administrative Reviews as tenured faculty members. (These need only be completed every three years.) This Motion passed the Faculty Senate, October 9, 2015.
- A Motion was sent to the Faculty Senate urging that the Interim Senior Vice Chancellor for Academic Affairs reconsider his stand on the Ombuds search and accept the recommendations of the Ombuds Search Committee. This Motion passed the Faculty Senate, February 19, 2016.
- The Committee met with the Interim Senior Vice Chancellor for Academic Affairs and personnel from Information Technology and Services to discuss the need for a new method of delivering student opinion polls. In response to various concerns raised by faculty after the use of Class Climate was inaugurated at the

end of the 2015 Fall semester, the Committee sent the Interim Senior Vice Chancellor suggestions for improvement.

- The Committee examined an electronic version of the administrative annual review form. However it did not take a position on whether to have this replace the paper variety.
- The Committee asked the Interim Senior Vice Chancellor for Academic Affairs to reinstate the faculty salary committee. He obliged, forming the Advisory Committee on Faculty Salaries in January, 2016.
- The Committee asked the Interim Senior Vice Chancellor for Academic Affairs to announce publicly the membership of the Greenville Campus Director Search Committee.
- The Committee scrutinized the *Distance Education and Online Learning Task Force Report*, meeting with both the Task Force Chair and the Director of Distance Education to express its concerns. Besides registering these with the Faculty Senate, the recommendation has been made that the *Report* be sent to all of the academic units for comment.
- The Committee reviewed a Motion from the Graduate Studies Committee regarding the selection and evaluation of faculty credentials for teaching graduate courses. It has advised the Graduate Studies Committee to revisit its minimal criteria and to grant academic units final authority on what the standards will be.
- Richard Combes was re-elected Chair for the 2016-2017 academic year.

Respectfully submitted,

Richard Combes
Chair