

## **Faculty Welfare Committee Annual Report (2017-2018)**

The Faculty Welfare Committee met once in the 2017-18 academic year. While I recognize that the 2016 Faculty Manual stipulates that faculty committees meet at least four times a year, I was unwilling to convene a meeting when we had no business. I was directed by the Faculty Chair to have the committee review two matters: the proposed policy regarding faculty salary increases and a proposal for digital P&T files. A member of the Faculty Welfare Committee raised a concern regarding the ownership of intellectual property for online course content. After review, we had no concerns regarding the first two matters, which have been proposed by other faculty committees.

On the matter of the ownership of online course content, Director of Distance Education David McCurry made clear in our meeting that our institution has conflicting policies regarding such intellectual property. On one hand, the institution owns material produced for conventional and primary duties: course descriptions, syllabi, etc. On the other hand, faculty own other material they create, which can include materials developed for classes.

Our concern focused on the possibility of online course content such as videos, audio files, exams, and such produced by full-time faculty being appropriated by the university and subsequently handed off to part-time faculty, who could then manage the course at less expense to the institution. Our committee asked Provost Clif Flynn to appoint an ad hoc committee to reconcile our conflicting policies to make clear that online course content developed by a faculty member will not further circulate without their expressed permission.

Current committee members include Chair Peter Caster (LLC), Dave Damrell (HPPA), Susan Richardson (INFO), Mary Sarver (SCW), Xinli Wang (MCS), Mike Diner (JCBE), and Jim Kamla (SOE). Ex-Officio members include Chancellor Brendan Kelly and Provost Clif Flynn. The 2018 faculty meeting should appoint members from NSE, SON, FACS, LIB, and PSY. We did not appoint a chair for the 2018-19 academic year, so barring any objection, I will serve as chair until nominations and a vote can be held at our next meeting.