

COMMITTEE: Faculty Welfare

MEETING DATE: 12-12-19

PERSON PRESIDING: Marlena Rose

REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Ralph Scott, Cui Meadows, Katherine Diderickson, Rebecca Powers, Marc Peterson

EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Brian Muzyka, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker, Lori Lee, Jocelyn Nelson, Rebecca Harris

ACTIONS OF MEETING

Agenda Item:

Approval of Minutes from November 2019 meeting

Discussion:

- None.

Action Taken:

Minutes from November 2019 meeting approved.

Agenda Item:

Fixed-Term Faculty Resolution discussion—Guests Jocelyn Nelson and Rebecca Harris

Discussion:

- Jocelyn Nelson was invited to speak on a resolution that she presented at Faculty Senate in April 2019. She raised issues regarding fixed-term faculty members' job security, fair wages, and equitable support. Many things are not standardized across institutions and units regarding fixed-term faculty members' welfare. Although fixed-term faculty teach a substantial number of students, they face a very difficult working environment. Most of them don't feel comfortable talking. Also, one-year or two-year contracts are not enough protection for their job security. Bullying, intentional or unintentional, puts faculty members in a very bad spot.
- The guest speakers proposed the following suggestions: whether we can find a way to follow what is already in the faculty manual (for example, Part 9). For fixed-term faculty who have good evaluations, it is a problem that they only have short-term contracts and to have to renew every single year or every other year. Is it possible that after certain number of years of positive evaluations, they can obtain multi-year contracts? One of the concerns is that some units are giving out very small amounts of multi-year contracts.
- There are many benefits of changing the current situation of fixed-term faculty. For example, it would increase academic freedom, and it would encourage fixed-term faculty to report misconduct of others. It would eventually benefit students.

- The January open forum could be a good starting point. Both the resolution and the January open forum raise awareness of the issue.

Action Taken:

- None.
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Agenda Item:

Updates from Administrative Recreation and Wellness Advisory Council—Marlena presenting on behalf of Beth

Discussion:

- The feedback has been collected and has been forwarded to the Consulting firm, who will be returning for a second round of meetings in late January. The Administrative Recreation and Wellness Advisory Council will be discussing the fee structure for faculty and staff this spring, and Beth will provide updates as she has them. She encourages all to share any issues in the meantime.

Action Taken:

- None
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Agenda Item:

Review committee edits of Faculty Manual Part XI, Section I. Faculty Absence and Leave—Marlena

Discussion:

- There was much confusion pertaining “Faculty Absence and Leave”. Some members pointed out that maybe “absence” is not an appropriate word, and some members suggested to break the first paragraph into two paragraphs. The initial intention was to discuss the revisions that were made prior to the meeting and develop a report before the February Faculty Senate deadline. However, it seems the discussion and revision may take longer than what was initially planned. Marlena and Wendy will meet to discuss draft edits to this document.

Action Taken:

- None
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NEXT MEETING: 01-16-20 @ 3:30pm, Rawl 303