

COMMITTEE: Faculty Welfare

MEETING DATE: 01-16-2020

PERSON PRESIDING: Marlena Rose

REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Ralph Scott, Cui Meadows, Katherine Diderickson, Rebecca Harris, Beth Bee,

EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Brian Muzyka, Kitty Wetherington, Morgan Estes

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item:

Approval of Minutes from December 2019 meeting

Discussion:

- None.

Action Taken:

Minutes from December 2019 meeting approved.

Agenda Item:

Announcements—Marlena

Discussion:

Marlena announced that due to a committee conflict, Marc Petersen will no longer be serving on Faculty Welfare Committee. Rebecca Harris will be serving now in his place.

She announced that she is serving on a taskforce for analyzing fixed-term faculty salaries.

She encouraged all to attend one of the Fixed-Term Faculty Forums-one to be held on January 29 at 4PM at the Heart Institute; the other to be held.

Action Taken:

- None.
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Agenda Item:

EHRA Personnel Policies Committee representative appointment—Marlena

Discussion:

- No members volunteered to serve at the meeting, but Marlana will send an email to find a volunteer to serve in this capacity.

Action Taken:

- None
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Agenda Item:

Updates from Administrative Recreation and Wellness Advisory Council—Beth

Discussion:

- No update.

Action Taken:

- None
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Agenda Item:

Fixed-Term Faculty discussion/statistics presentation—Wendy

Discussion:

- Wendy provided the committee with statistics on Academic Affairs full-time fixed-term faculty contract lengths in terms of one-year or multi-year. There are 282 permanent full-time fixed-term faculty members. Marlana showed another document from the Division of Health Sciences that showed the statistics of fixed-term faculty on multi-year contracts, on one-year contracts, tenured faculty, tenure track faculty, part-time faculty, and total number of faculty. The committee will further examine the data sets. Some discussion points were: some people want to be in one-year contracts. It is a personal decision. There should be more transparency and uniformity regarding this issue. The unit codes can be updated and reviewed to address the path for subsequent appointments for fixed-term faculty including contract lengths. The committee will keep discussing this issue and try to come up with some ideas and potential resolutions.

Action Taken:

- None
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Agenda Item:

Faculty Salary Compression Study Qualtrics review—Marlana

Discussion:

- We have received a few comments. About 19 people opened up the survey, and some left comments. Marlana and Ying responded to respondents, and the committee also

discussed the comments in the meeting. Marlana has been compiling the information to communicate what's next and what can be done.

Action Taken:

- None
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Agenda Item:

Discussion of Faculty Manual Part XI, Section I. Faculty Absence and Leave—Marlana

Discussion:

- Marlana received and added several suggested edits. The committee discussed some sections such as professional leave, community service leave, and faculty scholarly reassignment, etc. If the committee opts to make substantial changes, they will have to take it to university attorney office. Marlana will tell Jeff Popke there is going to be substantial changes and see if he agrees with the timeline.

Action Taken:

- None
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NEXT MEETING: 02-13-20 @ 3:30pm, Rawl Annex 143