

**COMMITTEE: Faculty Welfare Committee**

**MEETING DATE:** February 11, 2021

**PERSON PRESIDING:** Gail Ratcliff

**REGULAR MEMBERS IN ATTENDANCE:** Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Gail Ratcliff, Pamela Reis, Roger Russell

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Lisa Hudson, Wendy Sergeant, David Thomson, Kitty Wetherington

**OTHERS IN ATTENDANCE:** Rachel Baker

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**ACTIONS OF MEETING**

Agenda Item: Approval of January 2021 Minutes

Discussion: There were no corrections or additions to the minutes noted at the meeting. Kitty Wetherington submitted corrections to the minutes via email that were not seen until after the minutes were approved. These corrections to the January minutes were incorporated in the minutes prior to distribution. The minor corrections were regarding the discussion re: follow-up on the AAUP Resolution on Medical Privacy Regarding ADA Accommodations.

Action Taken: Minutes were approved by consensus.

Assigned additional duties to: Rachel Baker will post the approved minutes on the Faculty Welfare website.

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Agenda Item: Follow-up on AAUP Resolution on Medical Privacy Regarding ADA Accommodations

Discussion: Kitty Wetherington, Mamadi Corra, Jocelyn Nelson, Karin Zipf, Gail Ratcliff, Rebecca Harris, Beth Bee, and Amanda Williams met with interim ADA Coordinator Rhonda Anderson about the FWC concerns about the language in the ADA forms. See the November 2020 minutes for a summary of this issue.

Action Taken: The Office of the ADA Coordinator will work with the Office of University Counsel to consider potential modifications to the forms.

Assigned additional duties to: N/A

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Agenda Item: Proposed Edits to Faculty Manual Part XI General Faculty Employment Guidelines and Benefits

Discussion: The document was reviewed with a focus on comments submitted by Linda Ingalls and Meagan Kiser. It was determined that the corrections and edits do not reflect substantive changes that would require re-submitting the guidelines to the Faculty Senate for re-approval. Corrections and edits were made and recommendations from Linda and Meagan were considered and incorporated in the guidelines as applicable.

Action Taken: The Proposed Edits to Faculty Manual Part XI General Faculty Employment Guidelines and Benefits were approved by unanimous vote.

Assigned additional duties to: Pamela Reis will provide a clean copy for FWC members to review in SharePoint before the document goes back to the Chancellor for final approval.

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**Other Business:**

Item: Report of Faculty Senate Committee Chairs Meeting with Faculty Officers

Discussion: Pamela Reis attended the 2/9/2021 monthly meeting of committee chairs and Faculty Officers on behalf of Gail Ratcliff since Gail was teaching class that day. The purpose of the meeting was to share with Chancellor-Elect Rogers each committee's charge and hot issues that the committees are working on. As per Gail's instruction, Pamela share the FWC charge and reported that the top 3 items the committee is working on are salary equity, conditions for fixed-term faculty, especially multi-year contracts, and ADA-related campus procedures and language for faculty requests for accommodations. Chancellor-Elect Rogers asked how the FWC was addressing faculty well-being, especially considering the potential impact of COVID-19 on faculty mental and physical health. Pamela told him that although that is not our current focus that this topic is on our radar for future discussion.

Action Taken: Faculty well-being placed on the FWC future items for discussion list.

Assigned additional duties to: N/A

**NEXT MEETING:** March 11, 2021

**FUTURE ITEMS TO BE DISCUSSED:**

1. Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35).
2. Consider proposing a living wage for fixed-term faculty.
3. Explore and address issues regarding attention to and support for faculty diversity retention.
4. Explore faculty expectation for research-intensive university.
5. Report on creation of committee to explore issues affecting fixed-term faculty.
6. Faculty well-being.
7. Other business TBD.