

Faculty Welfare and Professional Responsibility Report
March 29, 2019
Submitted by Lauren McClain, Chair

Agenda

1. We spent some time discussing the forced resignation of Dean Larry Snyder and why this is an issue for faculty and students.
2. Update on the Faculty Worklife Survey – we had a record high response! Thanks to all who filled out the survey and encouraged their colleagues to do so. We will be looking at responses to the last two open ended questions to summarize results and use them to create resolutions and/or forward concerns to respective units on campus.
3. Update on resolution to make academic affairs top priority in the budget and where to go from here
 - a. Last Senate meeting, a motion was made to bring it forward as new business next month – that is what we will do.
 - b. After the Faculty Worklife survey closes, we will begin to look at responses to the new question on survey to find measurable asks to put forth in future resolutions.
4. Proposal on Evaluation and Compensation
 - a. Lauren McClain met with Jim Berger, Jennifer Miller, and Andrea Sherrill to discuss evaluation and compensation. The group crafted a proposal to guide the process going forward and that proposal was presented to the committee.
 - b. Vote to approve the attached proposal was unanimous
5. Discuss Ballman’s policy proposal – Policy 1.5150 Annual Compensation for Faculty with Administrative Appointments and Administrative Appointments with Faculty Rank and Tenure
 - a. Dan and Natasha reported on benchmarks – about half had a policy similar to the one proposed. We made a few edits, specifically ensuring that the Procedure section was only about Regular Appointments and deleting Policy 1.5132 in the list of policies this replaces.
 - b. Vote to approve the attached policy was unanimous
6. Discuss Policy on Policies
 - a. We edited the policy to strengthen the role the University Senate and Council of Academic Deans to the point we thought we could.
 - b. Vote to approve the policy revision attached was unanimous
7. Discuss Consensual Relations policy
 - a. We discussed this policy and the fact that it was not strong enough. We want to move toward a zero-tolerance policy and made the appropriate edits to do so.
 - b. This vote to approve the attached policy revision was conducted by email as we lost quorum in the room and was unanimous (1 person did not vote).

8. Discuss parental leave policy
 - a. We discussed policies we have reviewed and decided to invite Tony Glisson to our next meeting to get his input and discuss how to move forward.