

Faculty Welfare and Professional Responsibility

February Report

Submitted by Lauren McClain, Chair

Meeting date February 22, 2018

- I. Provost Ballman's visit. Ballman came to discuss the issue of administrator's salaries when they return to faculty positions. There are three policies currently (1.5121, 1.5232, 1.5140) that address this issue and the problem has been that administrators who return to faculty position after serving in administration for some time or who were hired as administrators but step out of that administrator role and join the faculty see a slight reduction in their salary but generally make MUCH more than other faculty. Ballman brought a proposed policy (1.5150) to the meeting that would replace the three policies that currently exist. Our discussion was generally on board with the idea of the new proposal although a few concerns were raised as well. Overall, we decided we needed more time to review the existing policies, the proposed policy, and benchmark policies (Dan and Natasha volunteered to look at those and report back to the committee). We will discuss this and decide how to proceed at our next meeting.
- II. Resolution to Make Academic Affairs the Top Priority in the University Budget. Members of FWPR and Academic Quality worked on a resolution as per our charge from the SEC at the special called meeting. This resolution was then discussed with both committees as well as the Budget and Finance Committee. After all comments were taken into account, we voted (by email, we did not have a quorum at the meeting) and approved the resolution (10 in favor, 0 opposed, 1 abstention).
 - a. We discussed the idea of the chair sending a faculty-all email asking faculty what their "asks" would be to increase academic affairs as a priority in the budget – in other words, what would that look like – so that we have some ideas for future resolutions. The other option is to add it as an open-ended question to the Faculty Worklife Survey. This decision will be made ASAP before the Worklife survey is sent out after spring break.
- III. Resolution on Shared Governance: We discussed that really this is an issue of the Policy on Policies (Policy 0.0003). A member of the committee will take a stab at editing this policy so that faculty have a more solidified role in policies and less of an advisory role. We will revisit this at our next meeting.
- IV. Faculty Worklife Survey: We made a couple of edits to the questions about the Strategic Plan, given that it is now complete. The survey will go out the week after spring break. Please encourage your colleagues to participate.
 - a. The Business College has a committee that is tasked with addressing issues of faculty morale. They thought about doing their own survey but that could be

redundant with the Faculty Worklife survey. We have decided that if they would like to view aggregate results for their college (without any demographic information or any results about the Provost, President, or BoR), we would be happy to share those.

- V. Parental leave policy: We were well under quorum at this point in the meeting. We made a list of language or stipulations that we would like to see in a policy but didn't develop anything further. We also discussed the need to look at benchmark institutions. We have made assignments for reviewing policies at other institutions and will return to this task at our next meeting.
- VI. Revisit the Consensual Relations policy. The FWPR Chair would like us to reopen this conversation. Just last week, the Chronicle of Higher Education reported on a number of universities that are moving toward zero-tolerance policy in the wake of the #metoo movement and larger concerns over Title IX more generally. We will talk about this at the next meeting and decide if/how to proceed.