Faculty Welfare Committee Report
April 29, 2019

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Maternity/parental leave as related to modified duties- The Faculty Welfare Committee addressed concerns by some faculty members regarding equity in modified duties. In July 2017, the Provost’s Office released a more detailed modified duties application form. The Faculty Welfare Committee reviewed this form and voted in favor of it, with appreciation to the Provost’s Office for the revisions. The committee notes that various faculty members have inquired about specific parental leave / maternity leave policies. When queried about this, the Provost noted that the state does not have such specific policies, thus limiting CCU’s capacity to some extent. We thank the Provost for his dialog on this issue.

Compensation Plan Review and Compression – Per conversations on the Faculty Welfare Committee last year, the committee in 2018-19 began a review process of the Faculty Compensation Plan, which is in its second full year of implementation (noting it was applied to faculty salaries one year earlier in the 2016-17 cycle). Over the past two years, the decompression component of the compensation plan was not applied to salaries. Promotion and Tenure increases were applied. Given the absence of decompression and state salary increases, faculty have communicated concern about compressed salaries to the committee. In response, the committee invited the Provost and retention experts on campus for conversations. Based on those very fruitful conversations, the committee recommends the following items:

1. A faculty salary review to include decompression levels
2. A general faculty address on the State of the Compensation Plan to include its 3 elements of implementation – P&T increases; compression; and merit included with decompression
3. A serious review of retention as related to its direct impact on faculty salaries – in addition to and not to supersede retention impacts on student learning and student debt, among other impacts.
4. Faculty Welfare participation on the Presidential Service Excellence Task Force – Group #2: Feel the Teal and Retention.

Exceptional Rating: The Faculty Welfare Committee engaged in various hours of conversation regarding the Post Tenure Review rating of exceptional, as requested by the Provost in May 2018. The Faculty Welfare Committee members held college conversations on the issue for extensive faculty feedback to include a proposed rubric for defining the Exceptional rating. Once feedback was collected from these conversations, the committee rejected a proposal to alter the current exceptional rating as stated in the Faculty Manual.

*Attachment included
**New Credit Banking Policy:** In September 2018, the committee invited the Provost to address the changes to the credit banking policy. Many faculty members noted concern that they were informed of the policy change only after the fall semester began, noting cuts in their potential earnings for the semester. The committee learned that deans were granted exceptions to the policy in certain cases that did not meet the new criteria. The new model is reported to impact approximately 25% of the faculty. We also discussed the removal of QEP classes from the credit banking policy.

**Sick Leave Policy:** The Faculty Welfare Committee addressed a concern from various colleagues regarding sick leave policy. Those colleagues suggested the previous Edwards College policy was more equitable – allowing sick faculty to continue to work from home without losing an entire day’s work. The committee supported the Edwards College policy and hopes to address this issue in 2019-20.

*Attachment included

**Class cancellation policy for teaching associates:** Various teaching associates expressed concern about the late cancellation of classes that they had already prepared at the beginning of a semester – i.e., canceling their class in the first week of the spring semester after they had already prepared it over the winter holiday. The committee respectfully requests sensitivity to these cancellation procedures whenever possible.

**Teaching Evaluations:** The committee reviewed and voted in favor (with some communicated suggestions) of the new Teaching Evaluations and thanks our colleagues for their work on this.

**University P&T Joint Motion:** The committee jointly approved and moved to amend the attached P&T policy to include further review of files that may not have received positive letters of support from all parties of the review process. In addition, the committee voted to add a step to the procedure for promotion to senior lecturer (6.7 Promotion to Senior Instructor and Senior Teaching Lecturer) in which department members at or above rank convene, review the file, and write a letter to the chair.

*Attachment included

The committee thanks the Provost for his open dialog with us and support of our efforts, as well as the Executive Committee of Faculty Senate for their tireless work and dedication on behalf of our welfare.