

**Coastal Carolina
University Faculty
Welfare Committee
2022-23 Annual Report**

Members: Cara Scheuer (chair), Donald Rockey (vice chair), Nicole Uphold (secretary), Andrew Busch, John Marcis, Fang-Ju Lin, Ariana Baker, Chelsea Kaunert-Whiteman, Menassie Ephrem, Charles Clary, Elizabeth Muckensturm, and Rhonda Miller.

The duties of this committee are to consider policy matters pertaining to salaries and other aspects of the personal welfare of the faculty and associated faculty; to act as an initial agent of the faculty in matters of forfeiture of tenure; and to review, propose and/or consider policy concerning matters of faculty and associated faculty conduct.

The Faculty Welfare committee met 1 to 3 p.m. the third Wednesday on each month. Recordings, minutes, and documents of these meetings can be found on Microsoft Teams. The following is a list of items the committee addressed over the course of the 2022-2023 academic year.

1. **FMLA and FSMD policy and practice:** The committee continued to work with representatives from HR and the Provost office to clarify and improve upon parental leave, modified duties, and other FMLA-related policies and practices. This included providing input on the FAQs for the new Paid Parental Leave (PPL), developing models that can be used by faculty and administrators when using modified duties, PPL and/or FMLA, providing content/resources that can be used to educate/train administrators on how to more effectively implement PPL, modified duties, and other FMLA-related policies and practices, and providing leadership with other ideas on how to improve its policies and practices including having dedicated resources for covering the workload of faculty out on FMLA leave (e.g., Citadel's substitute teacher program) and better supporting faculty in their "return to work" transition (e.g., through strengthening CCU involvement with [Early Childhood Development and Literary Center](#)). Provost Ennis also agreed to put in writing that faculty should NOT be required to front load or make up worked missed while on PPL and/or FMLA. Rather they should be "held harmless" to any work responsibilities during their leave period. Follow through on this request is still needed.

2. **Decompression and Full implementation of Faculty Compensation plan:** The committee worked with Holly Legg, Interim Director, Institutional Research, Assessment and Analysis, Olga Shabeka, AVP for University Budget and Financial Planning, and Teresa Burns, Associate Provost for Faculty Affairs and Academic Programs on the logistical and financial aspects of decompression. This included continuing to advocate for faculty to be paid at 100% of their decompression and helping to revise the Faculty Compensation Plan and documents associated with the decompression process for clarity.

3. **Proposal for a new title and additional promotional tier for the lecturer:** The committee provided input on this proposal to the NTTF committee and voted to approve the proposal which was subsequently approved by Faculty Senate.

4. **Scholarly reassignment (SR):** The committee discussed with the Provost Office ways to improve SR opportunities and resources which including providing dedicated resources to cover the workload of faculty out on SR and increasing the percentage of faculty that can participate in SR from 10% of total faculty per year to 10% per semester. The committee also reviewed revisions to the SR process proposed by Faculty Development Committee

5. **ACAD-127 motion on the redaction of discriminatory comments from student evaluations:** The committee worked toward fulfilling the request from Faculty Senate to revise the motion to include the redaction procedures and to also take into consideration other feedback/concerns on the motion. The committee is currently working through the following steps.

- a) Step 1: Discuss/modify draft motion on the redaction policy for Faculty Manual and associated procedures
- b) Step 2: Determine who will be responsible for anonymizing the redaction request (Ombuds?) and for making the redactions (VP Diversity and Inclusion, Provost office representative, University Compliance, Title IX Office, Access inclusion diversity council, others?) and invite them to a future meeting for discussion
- c) Step 3: Update motion accordingly, vote as a committee and send forward to Senate for vote

6. **Summer Compensation:** The committee investigated the need and feasibility of increasing summer compensation from 30% to 40% of total base salary and will act accordingly. FAST 217 dual employment policy indicates this could be higher than 30%. The following policy also only applied seems to apply to teaching and not other duties. <https://www.coastal.edu/aboutccu/leadership/provost/facultyresources/>

7. **Collaboration with the College of Charleston (COC):** The committee established a new relationship with Jennifer Baker from the COC Faculty Compensation Committee as a means of sharing resources and ideas on welfare-related matters.

8. **Scholarship for dependents;** The committee discussed ways in which the dependent scholarship program may be improved including considering waiving the application fee. The committee also plans to conduct background research to assess the need to increase the amount of the scholarship being offered and will act accordingly.

9. **Universal performance evaluation motion:** The committee met with Renee Smith to discuss the adoption of universal performance evaluation language, an initiative that is also supported by Faculty Senate. The committee is in the process of carrying out the following steps in response to that discussion.

- a. Step 1: solicit input from deans/department chairs from the committee's respective departments about their views on moving to 4-point scale with the following language: 0= needs improvement, 1 = satisfactory. 2 = exceeds expectations, 3 = exceptional
- b. Step 2: develop a motion that would adjust the scale/language in Faculty Manual (e.g., with respect to annual reviews, Third Year Review, and/or post-tenure review), Faculty Compensation Plan, and other policies/documents as needed so that it is uniform everywhere
- c. Step 3: consider developing a motion that would define what each scale/rating category would entail although the general sentiment is that this should be left up to the individual colleges/departments to decide upon

8. **Faculty Welfare Representatives:** Faculty Welfare sends representatives to other standing committees to help inform and report back to ours:

1. Faculty Grievance receives one tenured representative from the Faculty Welfare Committee who is elected for a one-year term. (Ariana Baker)
2. Non-Tenure Track Faculty. (Fang-Ju Lin)
3. Budget and Finance receives one tenured representative from the Faculty Welfare Committee who is elected for a one-year term (Andrew Busch)

9. **WF priority issues spreadsheet:** The committee continued to update, prioritize, discuss the content in this file (currently located on our Teams channel) with issues brought to the committee. The committee also plans to review the results of the 2023 Climate Survey and Great Places to Work survey to identify additional issues that are pressing to faculty and will act accordingly to help remedy those issues.

Continuance Issues:

1. Elections for Chair (TBD), Vice Chair (Elizabeth Muckensturm), and Secretary (TBD)
2. Election of FW Representatives to Faculty Grievance, Non-Tenure Track Faculty (Elizabeth Muckensturm, self-nominated), and Budget and Finance Committees
3. Faculty Compensation Plan
 - A. Connected with Joseph Fitsanakis, AAUP President and Pam Martin to express FWs interest in being involved in revising this plan next fall in conjunction with CCU leadership. The committee should touch base with them in the fall to see what progress has been made. It was suggested that the new plan should be based on inflation-adjusted cost of living increases, decompression (annual), and P&T increases every 6 years.
 - B. Proposal for a new title and additional promotional tier for the lecturer line approved by FW Committee and Senate [See documents provided by Amber McWilliams posted on MS Teams/.](#) If approved by the full Faculty/Provost/Board, the FW committee will likely need to make changes to the compensation plan

4. Continue FLMA and FSMD Advocacy.
 - A. Provost Ennis agreed to put in writing that faculty should NOT be required to front load or make up worked missed while on PPL and/or FMLA. Rather they should be “held harmless” to any work responsibilities during their leave period. *Follow through on this request is still needed.*
 - B. WCOB created a motion for performance expectations when taking SR. This could be expanded by the FW Committee to include other types of leave (e.g., FMLA). See document posted on Teams
5. Continue development of ACAD 127 motion following the steps outlined above (Elizabeth Muckensturm is currently the lead on this)
6. Continue work on adapting universal language for performance evaluations in Faculty Manual and Faculty Compensation Plan following the steps outlined above
7. Annual decompression study and continue advocacy for 100% payout of decompression in 2024.
8. Continue advocating for improvements in Scholarly Reassignment opportunities and resources
9. Chair training online manual development. Outline delivered to Provost’s office in 2022. *Committee follow through will be required for full implementation.*
10. Faculty Grievance Procedure Expansion: Faculty Grievance Committee shared draft proposals with Faculty Welfare committee to expand the grievance procedure in 2022. *Committee follow through will be required for full implementation.*
11. Benefits for Retirees: In 2022 Thomas Koczara, VP of human resources, pledged to make soft benefits to CCU retirees available through HR’s website. *Committee follow through will be required for full implementation.*
12. WF priority issues spreadsheet: Currently located on our Teams channel. Continue consideration, prioritization, and tracking of progress of these issues.
 - A. Get access to/review Campus Climate/Great Places to Work surveys to identify additional priority issues