

Minutes
Faculty Senate Faculty Welfare Committee
Friday, September 16, 2022, 8:00 a.m.

Faculty Welfare Committee Chair Kimberly Kelly called the monthly meeting to order at 8:03 a.m. Members and guests participated via teleconference.

Members Present

Kim Kelly	Daniel Elswick	Tom Zeni
Stan Cohen	Emily Murphy	TS Blake
Asad Davari	Jeremy Roberts	Yogendra Panta
Cerasela Zoica Dinu	Liv Miller	Stephanie Lorenze
Daniel Brewster	Scott Crichlow	Corey Hunt

1. No minutes were available to approve from the last meeting of the committee.
2. Chair Kelly introduced concerns regarding the setup of the faculty senate meeting and comments submitted by faculty members. Discussion with members included the following:
 - a. Seating proximity was too close, making attendees feel uncomfortable
 - b. Should the meeting be broadcast for non-senate audience members?
 - c. Zoom may assist with representation of individuals that are normally unable to attend physical meetings
 - d. Is the need to have physical meetings in the bylaws? Faculty feedback seems to indicate that a hybrid option is preferred
 - e. Running a hybrid meeting is difficult and there is an impression online individuals participate less

Committee resolved to request the Faculty Senate meetings be presented as a true hybrid format with the Zoom meeting information provided, with encouragement for individuals to attend in-person.

3. Chair Kelly introduced a topic brought to her attention regarding a faculty member that did not receive a raise with no feedback or explanation as to the reason.
 - a. Individual was highly compensated, but that is not justification for not receiving a cost-of-living raise
 - b. No communication about the denial of a raise
 - c. Lack of communication is a root cause of confusion and dissatisfaction
 - d. Merit and performance do not always seem to be related to faculty raises
 - e. There is also no explanation for how much of a raise is awarded
 - f. Inconsistency between deans, schools/colleges
 - g. Campaign to increase faculty awareness to fair compensation and ratio related to market value
 - h. Compensation ratio: institution pay versus market average
 - i. WVU's market data is often not current – the present climate, especially in relation to the pandemic, makes that data change frequently

- j. Faculty need to be educated on compensation ratios if they are to be presented with that information
 - k. Every college treats funding for raises differently – it is not centralized
 - l. Deans may not have the right background to communicate compensation effectively, or to appropriately distribute funding for raises
4. Chair Kelly introduced the topic of new promotion and tenure guidelines for comment
- a. Suggestion of grandfathering faculty into the new program, as they may be mid-cycle regarding how their have developed at P&T profile
 - b. Faculty are uncomfortable going into town hall meetings without knowing what to expect
 - i. Request for the slides to be shared beforehand
5. New business
- a. Request for faculty wellness to be a conversation topic at a future meeting
 - i. If faculty use of the Rec Center was free, it may be a simple way of increasing overall faculty satisfaction and well-being
 - ii. There are resources already available that could be made accessible to faculty to improve campus morale

No further new business.

Chair Kelly adjourned the meeting at 8:52 a.m. to reconvene October 18, 2022, at 9:00 a.m.

Corey Hunt
Faculty Senate Office Administrator