

MINUTES  
FACULTY SENATE FACULTY WELFARE COMMITTEE  
DECEMBER 6, 2022, 11:30 A.M.

Faculty Welfare Chair Kim Kelly brought the monthly meeting to order at 11:32 a.m. Members participated via teleconference.

Members and Guests Present:

Ballard, D.	Cohen, S.	Dinu, C.
Brewster, D.	Davari, A.	Hunt, C.
Kelly, K.	Munroe, A.	Roberts, J.
Kuhn, A.	Murphy, E.	Wayne, S.
Lorenze, S.	Panta, Y.	

1. Chair Kelly presented the minutes of the [October 18, 2022](#), and [November 18, 2022](#), Faculty Welfare meetings for approval.

Motion to approve the October meeting minutes (D. Brewster). Seconded.

Motion carried by unanimous consent

Motion to approve the November minutes (J. Roberts). Seconded.

Motion carried by unanimous consent

2. Chair Kelly opened the floor for discussion on the proposed promotion and tenure document:
  - a. There remains concern over how the process will be handled at the department level
  - b. Noted concerns relating to DEI and the strength of tenure in relation to the document
  - c. Appreciation to the actions on community research being recognized, but there is concern that there will be extra work for those that are minorities or from other underrepresented populations in the form of expected participation in various departmental activities
  - d. The explanation of timing was further explained at the Faculty Senate meeting and is in the presentation available on the academic transformation page

**Wayne:** [Faculty Senate leadership] met this morning and plans to put together a resolution. We anticipate at the January after the vote on the guidelines document, to establish some process that we would like the colleges and departments follow. Essentially mirroring the process that university-wide document has followed in deans having open documents with a public comment period and open votes on those documents. We are just starting to put together that resolution, but that would put Senate on record for what we would like to see from the academic units. Hopefully there will be more to come on that.

- e. External reviews continue to be a point of concern
  - i. One possible solution would be an opportunity to facilitate teaching assistant professor interaction on the national level. This could assist them in identifying who they can use for external reviewers, as well as understanding how teaching is being evaluated at other institutions and what they can bring back to WVU

**Wayne:** The Provost has verbally supported proposals in that regard, but nothing has been provided in writing.

**Member:** When people are reviewing files, they need to be going by our P&T document. We need to go into how teaching is evaluated in our system because that is how external reviewers should be examining us on any level. I'm not sure why there is such a concern [on external reviewers].

**Member:** Looking at teaching from a different level, I think one of the biggest concerns is that most teaching faculty are basically run into the ground. The idea of finding someone to volunteer their time to do this is difficult to imagine. Teaching faculty are already doing so much service that it is hard to imagine them getting any benefit from [reviewing other faculty].

**Member:** One thing I've noticed is that there has been a lot of taking advantage of the teaching track. I am teaching two overloads in addition to the four courses I have. How will an external reviewer evaluate that, given the overloads? Today I had a meeting and there was an assumption that I was going to take two additional overloads. They seemed caught off guard when I said I didn't want any overloads for spring. I don't think you can look at it the same way you do with research faculty, where maybe you are evaluated for being published in a journal. I feel that teaching duties are viewed as lesser than research duties. I serve on multiple committees, and it is additional responsibility, but I feel that it will be judged in relation to my service duties as just another thing. My teaching will be heavily judged on my SEIs. Will I be reviewed based on an underappreciation of teaching duties?

**Member:** People across the world and in all fields have changed in relation to the pandemic and are trying to reclaim their time. They are evaluating their duties and ceasing those things that do not provide any benefit, and I think we will continue to see this in our industry. I have seen multiple quality faculty members spend significant time seeking external reviewers and struggle to do so, as faculty don't see a benefit in spending time to serve as external reviewers.

**Kelly:** I understand, as it does seem that the service responsibility is taken advantage of, and the expectations are far beyond the percent of assigned duties. The position of teaching faculty does seem more precarious.

**Member:** A common response in the comments for the P&T document, especially for the external evaluations, was that it will make the case for higher wages and compensation for teaching faculty. Evaluators need to look at a document I put together at the end of the year to determine if I am worthy of a raise? It has me considering if I should be looking at positions elsewhere. It seems like my contributions, which bring revenue to the institution, in which I teach more students each semester than my colleagues do in a year, are not being evaluated fairly.

**Kelly:** If there are specific comments that we can include for those documents that can assist in rectifying any shortcomings or make any changes, please let me and Corey know. Maybe it can identify the additional labor related to evaluations, which I believe was mentioned at the Faculty Senate meeting. So maybe we need to stay on that issue.

**Member:** If someone brings in a large grant, they are recognized for this. But if someone is responsible for teaching and enrollment, then there is never recognition in relation to their impact.

**Kelly:** One thing is that we need to look to see if there are small steps that we can take to start alleviating this disparity or problem. Example, if you are doing a review for someone in another department, then is there a way that those efforts can be recognized or accommodated for?

**Member:** The institution doesn't have an audit process for

### 3. Committee Purpose and Charges

- a. What information would be sent to Faculty Senate, and what action would we want taken?

**Wayne:** We do want to have all our committees report at least once per semester on the work that they are doing. A committee can still request to be on any Senate meeting agenda to report on any issues that are being worked on. We can vote on resolutions, just as we are going to vote on a resolution regarding the P&T document. Senate is advisory and doesn't carry any real authority, but we have found that we are most successful when the committee and Senate builds a strong foundation to back any resolution. For example, looking at what our peers do, pilot studies, cost to the institution, impact on workload, and so on.

**Kelly:** For example, if we proposed reducing the recreation center fees by 50%, it would increase usage or access by a related percent.

**Member:** This has been an issue for many years. The way that the university looks at these perks is that, as state employees, we cannot receive any gifts for a value of more than \$25 dollars. Any time they look at these as perks, that is how it is evaluated. I think we need to look at these things from the angle of benefits, not of employee perks.

**Kelly:** There are two childcare benefits, one being a dollar amount that goes into your check and is reported to the IRS. The other is a discount that comes from the WVU Daycare. It seems that there are two different models.

**Wayne:** In the past, several of the dead ends on benefits have been at the state level, not at the university level. There is a State Ethics Act that we would need to be clear that our requests to not violate. Paul Kreider suggested that Senate should do background research and put together a proposal, then work with the Provost and Talent and Culture to make courses available to faculty members without charge. It seems that there is openness at the Provost to offer that as a benefit to faculty.

~~4. Faculty Raises/Preparing for the work load document~~

~~5. Legislative session~~

~~6. Well being~~

Chair Kelly adjourned the meeting at 12:29 p.m. to reconvene on Friday, January 13, 2023, at 8:00 a.m.

Corey Hunt

Faculty Senate Office Administrator