

MINUTES  
FACULTY SENATE FACULTY WELFARE COMMITTEE  
NOVEMBER 18, 2022, 8:00 A.M.

Faculty Welfare Chair Kim Kelly brought the monthly meeting to order at 8:01 a.m.  
Members participated via teleconference.

Members present:

Albertson, C. (covering for Dana Savage)	Hunt, C.	Munroe, A.
Ballard, D.	Kelly, K.	Murphy, E.
Cottrell, L.	Kuhn, A.	Roberts, J.
Crichlow, S.	Latimer, M.	Wayne, S.
Davari, A.	Lorenze, S.	Zeni, T.
Elswick, D.	Miller, L.	

1. Chair Kelly opened committee discussion on the 11-16 town hall concerning proposed revisions to the promotion and tenure document:
  - a. Concern persists on what will happen at the department level if/once this document passes Faculty Senate

Member: Research faculty versus teaching faculty: Teaching grants are available, but a teaching faculty member with a full load doesn't have time to write grants

Member: I wanted to praise to Office of the Provost for how much they have worked with faculty and how transparent the process is. This transparency must be conveyed over to the department level, if passed, so that this process can be mirrored.

Member: I disagree. At the earlier town hall events they wouldn't share the document even though they stated that they were agreeing to do so. It could have been shared at the beginning and it wasn't. Now it is going to be available over the holiday break to be voted on in January. It is unreasonable.

Chair Kelly: I received several comments expressing similar frustration.

Member: The document itself has been changed based on the comments, it is not a new document. The words have been in front of us in some capacity. At this point we are more reviewing the changes than we are reviewing the full document.

- b. The document will be voted on at the Executive Committee in December, which will determine if it will be on the January Faculty Senate agenda
- c. From a university perspective, the document will go live as soon as it is passed by Senate. As for when it will go live from a department or academic unit level, that is to-be-determined
- d. Faculty have concern over the rollout at the department level and what that will look like
- e. Melissa Latimer has stated that there is a willingness to allow some faculty to hold with the old guidelines if they are in the middle of a promotion cycle.
  - i. There still is nothing in writing on this, which has not inspired confidence

- ii. Recommended putting a policy in writing
  - iii. If faculty have recommendations on what that policy should specifically be, they can send those comments directly to the provost team
2. Lesley Cottrell, Chair of the Committee on Committees, Membership, and Constituencies, opened discussion on committee charges and purpose:
- a. Cottrell noted that there have been several notable projects in the past, and mentioned examples: adjustments to PEIA; the smoking ban; TIAACREF adjustments; new BOG rules during the Freedom Agenda when we received freedom from HEPC
  - b. The committee has always identified its own topics and goals on a rolling basis
  - c. A few noted examples of current concerns included more childcare resources for faculty, and creating better ways for faculty across campus to communicate and identify current issues
  - d. Faculty Senate has never isolated what this committee should work on so as to allow freedom to address all issues facing faculty

Member: How do you keep that broad perspective while at the same to recrafting that mission so that we can have meaningful outcomes?

Cottrell: I think that involves interpreting data and feedback, and then presenting those concerns at Faculty Senate in the form of a For Information or For Approval item.

Member: On the topic of faculty burnout, what are other universities doing and what kind of proposal can be made?

Cottrell: You could ask for those same resources, or present to Faculty Senate on what they may look like at WVU. You could also do faculty surveys on that.

- e. Committee has often just reached out to different offices across the university. Sometimes it would involve a motion before senate, other times it would just require collaboration with that office
- f. Faculty Welfare has historically taken on the brunt of research so that, when presented to the administration, the supporting material was already established
- g. Cottrell suggested meeting with other committees that would be related to Faculty Welfare

Cottrell: Scott [Wayne], is there a structure and/or process for committee chairs to collaborate?

Wayne: We are working on outlining a format. Perhaps we should set up a general once a month meeting of all chairs or similar.

3. Chair Kelly adjourned the meeting at 9:03 a.m. to reconvene on December 6, 2022, at 11:30 a.m.

Corey Hunt

Faculty Senate Office Administrator