

MINUTES
FACULTY SENATE FACULTY WELFARE COMMITTEE
TUESDAY, OCTOBER 18, 2022, 9:00 A.M.

Faculty Welfare Chair Kim Kelly brought the meeting to order at 9:01 a.m. Members participated via teleconference.

Members Present:

Ballard, D.	Dinu, C.	Miller, L.
Blake, T.	Elswick, D.	Munroe, A.
Brewster, D.	Hunt, C.	Murphy, E.
Cohen, S.	Kelly, K.	Panta, Y.
Davari, A.	Lorenze, S.	
Roberts, J.		

1. Chair Kelly presented the [Minutes](#) from the September 16, 2022, meeting of the Faculty Welfare Committee for approval.

Motion carried by unanimous consent

2. Report from Faculty Welfare Committee Chair – Kimberly Kelly
 - a. A thorough report on meeting modality was sent to Faculty Senate Chair Scott Wayne, who has declined to offer the meeting in a hybrid format. The primary reasoning provided was difficulty of conducting a hybrid meeting and the complication of voting. This committee will need to consider what can be offered as solutions or alternatives.
 - b. The committee is not granted the power needed to implement change based on feedback. Should the committee be reporting regularly to Faculty Senate to increase awareness of faculty issues?
 - c. Discussion regarding committee function:

Member 1 – Committee operates largely on subterfuge, as it lacks the power to implement any change that the administration doesn't support

Member 2 – Consideration on if dissolving the committee in protest would gather recognition.

Member 3 – Expressed little experience with Faculty Senate, inquired as to if other Senate committees were also lacking in power

Chair Kelly – Some of the other committees, particularly Teaching and Assessment, Curriculum, possess strong control over their respective areas.

Chair Kelly – Expressed willingness to present to Senate on any issues that the committee decides needs to be approached. Proposal to invite Lesley Cottrell, chair of the Committee on Committees, Membership, and Constituency to the next meeting to facilitate discussion on the committee charge.

- d. Academic Transformation, Promotion and Tenure

- i. Members highlighted the need for guidelines related to standard practice
- ii. Examples provided of unrealistic or unclear requirements for promotion

3. Committee Discussion

a. Compensation and raises

- i. Merit raises at WVU are unsubstantial compared to other R1 institutions
- ii. There is a lack of feedback on how the raise percentage is determined, what factors are considered, and how the raise percentage directly relates to performance
- iii. Chair Kelly suggested a small work group to gather information and consider establishing guidelines that could be distributed to deans, units.
- iv. Request to compare the raises awarded to administration versus faculty

b. Promotion and Tenure/Academic Transformation

- i. The Faculty Senate Town Hall was held Monday, October 17
- ii. Concern over when and why faculty would be given non-continuation contracts
 - 1. Questions over the timeline for new faculty for evaluation, making progress toward promotion. Some feel that a two-year timeline has been suggested in prior P&T discussions
- iii. Concern over the proposed use of satisfactory ratings in annual reviews, particularly regarding new faculty. The language in the current P&T proposal seems overly vague and could seemingly be used against faculty

c. Faculty Well-being and Benefits

- i. Several years ago, Faculty Senate reviewed the benefits of peer institutions
 - 1. When institutions had a recreation center, faculty usually had free or highly discounted access to it, though WVU's ability to do so may be limited due to bond-related restrictions
 - 2. Faculty and staff typically have similar or the same benefits
 - 3. Discounted access to University productions, events, is a common benefit
- ii. Faculty had previously been able to receive a considerable discount at the bookstore
- iii. Members proposed comparing retired faculty benefits to those of current staff/faculty
- iv. Consideration of expanded benefits through PEIA
 - 1. PEIA is often seen as more willing to issue requirements to maintain current benefits, rather than creating expanded offerings
 - 2. Consideration of inviting a member of the Benefits team to a meeting for discussion

d. Faculty Senate Meeting Modality

- i. Referenced to the discussion earlier in the meeting

4. No new business

Chair Kelly adjourned the meeting at 10:02 a.m. to reconvene on November 18, 2022, at 8:00 a.m.

Corey Hunt
Faculty Senate Office Administrator