

Faculty Welfare and Professional Responsibility Committee

November Meeting Report

Submitted by Lauren McClain, Chair

Meeting on November 22, 2019

In attendance: Lauren McClain, Dan Clark, Julie Lee, Jacob Byl, Conner Hounshell, Melanie Asriel, Tina Smajlagic, James Barker

Old Business:

1. Part-time faculty child tuition discounts
 - a. After discussion with HR, input by the VP for Strategy, Operations, and Finance, and review of policies at other universities, we have decided not to pursue this further. This is an uncommon benefit.
2. Administration accountability
 - a. James, Julie, and Tina will review current complaint procedures in the handbook (both for general complaints and tenure/promotion appeals), consider potential alternate procedures, and report back to the committee at our next meeting.

New Business:

1. Expanding the paid parental leave policy (if passed) to care of other relatives and/or foster children
 - a. This is tabled until we hear the outcome of the paid parental leave policy from the administration.
2. Child care options on campus
 - a. We will request a visit with the Director of the child care center on campus at a meeting in early spring to discuss child care as a benefit for faculty and staff (and students), learn more about their selection process, the challenges they may face, and how we can work together to expand this benefit, if possible.
3. Changing our charter to allow inclusion of non-Senate members on the committee
 - a. Dan and Lauren will work on revising language and bring something for the committee to review at our next meeting.
4. Campus Free Speech protection - Link to KY
Statute: <https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=49294>

- a. This is of significant importance to faculty in a variety of disciplines. We are planning a joint meeting with Academic Quality in January to craft a statement from faculty.
5. Post-tenure review process
- a. Lauren (and possibly Amy) will look into current post-tenure review processes across campus and evaluate them. We will then decide how to proceed with this issue.
6. New business from the floor
- a. There has been discussion of an open forum for faculty to discuss issues with compensation they would like the Sibson Group to be aware of and work on. Faculty Welfare will play a role in that forum. A number of people who would like to see this happen are talking to faculty members on the Sibson Faculty Advisory group to decide how and when to proceed. This will likely happen in early spring.
 - b. We will not meet in December. Our meetings in the spring will be the Friday after Senate meetings at 2pm in Grise 143.