

## **Faculty Welfare Committee Report, 2022 – 2023**

As part of our duties as members of the faculty welfare committee, we submit this report to the Salisbury University Faculty Senate. This is a summary of the issues and items we were assigned to look at, as well as issues we chose to look at during the past academic year.

### Fall 2022

- In May of 2022, the faculty welfare committee (FWC) was given a charge by the Faculty Senate to review information regarding Full Time Non-Tenure Track (FTNTT) faculty and determine if new language needs to be included or improved upon in the Salisbury University faculty handbook. We were asked to review information about PIN lines, how health and retirement benefits are provided to FTNTT faculty, the expectations of FTNTT faculty with regards to promotion, and evaluations of FTNTT faculty. We were asked to solicit input for FTNTT faculty multiple times within the process and to submit a report to the Faculty Senate before their last meeting in December of 2022. Here are some tasks that we completed regarding this charge:
  - Reviewed the information in the faculty handbook and found it lacking with regards to FTNTT faculty.
  - Reviewed the University System of Maryland Board of Regents policies regarding FTNTT faculty.
  - Developed an online poll to ask FTNTT faculty about the expectations placed on them for teaching, service, and professional development, as well as how they were informed of these expectations.
  - Polled the FTNTT faculty with regards to their understanding of their benefits and who informed them these benefits. We found that there was confusion regarding who represented the FTNTT faculty in the shared governance process.
  - Met with a few FTNTT faculty who voiced concerns about how FTNTT faculty are treated on campus.
  - Found that there are different expectations of FTNTT faculty across campus, and that there is much confusion regarding the expectations, rights, and benefits of the FTNTT faculty.

In our report to the Faculty Senate, we recommended devoting an entire section of the Faculty handbook to FTNTT faculty, and gave suggestions as to what should be included in that section.

### Spring 2023

- In May of 2022, the FWC was given a charge to explore with the SU administration the current status of financial compensation for faculty who teach summer/winter sessions (referred to hereafter as special session compensation). A faculty senate motion

approving a model for this compensation was sent to the provost in May of 2022. Our report regarding the special compensation was to be given to the Faculty Senate before the last Faculty Senate meeting in March, 2023.

As a committee, we met with Provost Olmstead in January and February, learning about the model currently being used by the University, and comparing it to the model passed by the Faculty Senate. Between the two meetings, Provost Olmstead gathered information that we had asked for to make our comparison more complete. Here were recommendations we gave to the Faculty Senate:

- That the model currently being used by the University to pay for special session compensation be kept, but that it be increased to reflect all of the cost of living increase allowances given for university employees since 2019.
  - That this model be explicitly explained in the Faculty Handbook,
  - And that the model should be consistently increased whenever the state gives a cost of living adjustment.
  - Suggested that those who taught in Winter session of 2023 be given backpay to reflect the increase in compensation.
- In November of 2022, the FWC was given a charge with reviewing their operating documents and drafting any changes needed to bring the documents in line with a Faculty Senate motion regarding Diversity, Equity, and Inclusion expectations in teaching, scholarship, and service. Our report was to be submitted to the Faculty Senate President by April 18, 2023.

Upon review, the FWC did not find it necessary to make any changes to our “Operating Documents”.

- In March of 2023, the Faculty Senate charged the FWC with looking to align overload pay with winter/summer compensation pay, as well as evaluate chair compensation, program director compensation, and graduate student assistantships (in consultation with representation of the graduate council). We are to submit a report no later than the final Faculty Senate Meeting in March of 2024.

We have met to discuss this new charge, and are planning to begin working on this during the Fall 2023 semester.

In the past year, our committee has been given many tasks. We feel that we worked well toward meeting the charges given to us, and will strive to do so in the future. We are grateful for the Faculty Senate, and we wish to thank them for their service.

Matthew Bailey  
Chair, Faculty Welfare Committee