

The Faculty Senate charges the Faculty Welfare Committee (FWC) to propose a policy regarding required training for Faculty. The FWC shall consult with the Provost's Office, SU's general counsel, or other entities regarding this matter, as needed. The FWC may also wish to reference [BOR policy II-1.25](#) or other relevant policies in its considerations. The FWC shall submit their proposed policy to the Faculty Senate President by the second Senate meeting in February 2026.

The proposed policy shall include answers to the following questions.

- Who decides what trainings are required?
- What are the criteria for determining whether a training is required?
- How should Faculty be able to verify that they have completed all required trainings?
- How far in advance of a required training's deadline must Faculty be made aware of the training?
- What should the incentive be, if any, for Faculty to complete required trainings?
- What should be consequence be, if any, for Faculty who do not complete required trainings?
- When and how should Faculty be notified of what trainings are required, when the deadlines for completing those trainings are, and what the incentives and/or consequences are of completing or not completing the trainings?

The proposed policy may address other items as well regarding required training for faculty, if the FWC deems it relevant.

CONTEXT:

On April 8, 2025, the Faculty Senate passed the following motion:

The Faculty Senate strongly recommends that the Administration discontinue the policy of denying faculty merit pay for non-completion of training until May 2026, by which time the Faculty Senate will have had opportunity to review, discuss, and make recommendations regarding non-completion of required training.

The Faculty Welfare Committee is well-suited to the task of making those recommendations, given that one of their roles according to the Senate bylaws is to "Study and make policy and procedural recommendations concerning salary schedules, contracts, insurance, retirement, sabbaticals, merit pay increases, and related matters." Once the FWC sends its proposed policy to the Senate, the Senate will likely deliberate on that proposed policy, possibly amend it, and then likely forward it to the Provost's Office.