Faculty and Staff Welfare Committee

Final Report

2017-2018

Members:

M. Brickhouse, Chair (Acad. Center for Excellence)

D. Ben-Merre (English), B. Bryski (Communication), J. D’Angelo (Criminal Justice), D. Di Landro (Library), S. Earshen (Human Resource & Management-Admin. liaison), M. Foley (Library), C. Guzski (Music), J. Hulbert (Prof. Staff), D. Jones (Prof. Staff), J. Jones (Prof. Staff), M. Keogh (Prof. Staff), C. Martino (Prof. Staff), D. McCarthy (Elem. Ed. & Reading), K. Morales, (Staff SOP), T. Wynne (Chemistry)

Charge:

The College Senate Committee on Faculty/Staff Welfare shall be responsible for all matters concerning faculty and professional welfare; it shall function in conformity with:

1. The current contract negotiated by the bargaining agent for the State University of New York;
2. The current policies of the Board of Trustees; and,
3. The By-Laws of the College Senate of Buffalo State College
4. 

Name of Chair Submitting Report: Maria Brickhouse

Anticipated Vacancies in 2018-2019 for Committee Members:

Eleven committee members have indicated they would like to return to the committee next year, 9 of which will be renewing their membership on the committee. Two members have indicated they wish not to return and one has not notified me of their decision. As of now, there is two anticipated faculty vacancies.

Approximate Number of Meetings:

The committee met initially as a full group at which time the group decided to break into 2 subcommittees; faculty welfare and staff welfare. Two members volunteered to be co-chairs of these subcommittees, Carolyn Guzski (faculty) and Jonathan Hultbert (staff).
Subcommittees met face-to-face and electronically during the year. The full group worked on common issues electronically due to time constraints.

**Annual Report:**

- The full committee assisted in the promotion of development opportunities as well as encouraged participation in surveys, assessments, and forums (i.e. Budget Rebalancing, General Education Open Forum) on campus by forwarding flyers or emails and links to their respective areas and others, such as committees in which they were members.
- Discussed creating a centralized list of information/resources of services for faculty and staff. The common link of information would allow people to access the information, but link to pages from other departments to ensure information is up to date. Sub-committee was created to define the purpose and begin designing a skeleton. No further action taken at this time.
- Community Policing Committee – The committee continues to explore ways of communicating and building a good relationship with the community (i.e. Community Policing card with philosophy to distribute, open forum, presence on website)

**Charges to the committee:**

- The committee was charged with looking into the Hybrid/online course policies on campus. Initially the committee thought it would be best to have the chair (Maria) and one of the members meet with deans to discuss and learn more about their existing policy. We met with one area then decided to consider another approach due to schedules and time. The committee will continue its work in regards to this charge. (In progress)
- In late April it was brought to the Senate’s attention that private companies are potentially pirating course materials without the knowledge or permission from faculty in which it belongs. The FSW committee will be looking further into this intellectual property concern. (In progress)

**Faculty Welfare Subcommittee:**

Faculty concerns:

- **Mandatory advisement/Starfish:** In Fall 2017 advising was identified as an essential component in all faculty portfolios. Faculty expressed concern on how will mandatory advisement be tracked in P&T process, particularly a significant issue for large departments. While looking into this, the committee will be looking into other concerns such as who administers and who receives the results of the faculty
advising survey, and if any usage guidelines have been developed for Starfish, Degree Works, and mid-term grades. (In progress)

- **Online course evaluation system:** Concern of mandatory online course evaluations produces arguably inferior data-set quality. The Provost has made a statement that departments have control of adding questions beyond the set ones and each department determines how the information is used, hopefully, for improvement purpose.

- **New faculty service clarification:** Concern has been expressed that the leadership clause in the Letter of Expectations boilerplate requires committee chair service, if appropriate, at least once prior to the promotion review. The faculty subcommittee would like to explore expanding, in writing, service as department chair, summer department chair, or major/minor degree program coordinator as permissible in lieu of committee chair. The committee would like to have this consistent across campus. (No action taken as of date, to be continued)

**Staff Welfare Subcommittee:**

Staff concerns and/or initiatives:

- The subcommittee discussed a number of issues related to morale, with the conclusion that the campus should administer a Campus Climate/Employee Engagement Survey to assess campus morale, as a means to identify methods to improve faculty and staff morale, productivity, and campus climate. In collaboration with the Equity and Campus Diversity Office and the Leadership and Organizational Development Office, we anticipate administering the Campus Climate/Employee Engagement Survey sometime next academic year.

- **Retaining professional staff emails after retirement** continues to be a discussion point. Legal concerns are being explored and details of how it could possibly be offered are also being examined.

**Plans for 2018-2019:**

The committee will continue the work that is in progress and hope to hit the 2018-2019 year running since the majority of the members are expected to return.