Faculty and Staff Welfare Committee

Final Report
2018-2019

Members:

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

D. Ben-Merre (English), B. Bryski (Communication), J. D’Angelo (Criminal Justice),
S. Earshen (Human Resource & Management-Admin. liaison), M. Foley (Library), C. Guzski
(Music), C. Holmgren (Geography/Planning), J. Hulbert (Prof. Staff), T. Janczak (Except.
Ed.), D. Jones (Prof. Staff), M. Keogh (Prof. Staff), C. Martino (Prof. Staff), 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

Name of Chair Submitting Report: Maria Brickhouse

Anticipated Vacancies in 2019-2020 for Committee Members: There is no expectation of
vacancies at this time, although it may change in the new academic year.

Approximate Number of Meetings: The committee met about once a month in addition to
email discussions. Although last academic year the committee decided to create 2
subcommittees to discuss and address issues, the committee decided to work as a larger
group.
Annual Report:

- Although the committee brought a list of concerns they would like to consider addressing, the committee’s focus and efforts were spent on one important charge throughout the year. Early in the academic year Provost Perreault brought forth to the Senate recommended changes to the Adjunct Rank Policy which the Senate Chair forwarded to the Faculty and Staff Welfare Committee. Given that Buffalo State has a sizable population of adjuncts and terminology within the policy would be very important moving forward, it was agreed to work on it as a complete committee. The committee quickly realized it had a big learning curve with understanding existing policies as well as the difference in titles, local and SUNY. The committee continues to have lengthy discussions regarding benefits and concerns pertaining to the current and potential future Adjunct Rank Policy. Since the departure of Provost Perreault and the Interim Provost in place, the committee recently sought out the perspective of the Interim Provost and request to include the perspective of the academic areas. The work on the Adjunct Rank Policy will continue into at least the early part of the next academic year.

- Concern regarding campus morale, especially during these difficult budgetary times, continues as a focus from last year. The committee recognized that more concrete evidence was needed beyond verbal complaints or just saying concerns exist therefore encouraged and support the Campus Climate Assessment to be administered by the Equity and Campus Diversity Office and the Leadership and Organizational Development Office this spring semester. Later in the academic year, the committee was informed that the Campus Culture Assessment had been postponed. The decision to delay until the 2019/2020 academic year was due to two factors that would affect both the usefulness of the data collected and the response rate. The delay would allow the campus time for the impact of the new campus leadership and organizational structure changes to take effect, which would provide an opportunity to assess the impact and approaches used. It is also expected that waiting will ensure a higher response rate from faculty, staff, and administrators since it would not be administered the same time as the SUNY Campus Climate survey (spring 2019). The Faculty and Staff Welfare Committee will stay abreast of the Campus Culture Assessment progress and offer any assistance needed with its implementation.

- In connection with our discussions of campus morale, a suggestion of bringing faculty and staff together for a “feel good” event was briefly discussed towards the end of the academic year. It is not to be a fundraiser but something unique, fun, and inclusive. The idea of a faculty and staff prom or something in that realm was
considered and is expected to be further discussed in the early part of the new academic year.

- New faulty service clarification continues to be discussed. In a nutshell the idea is to explore a change in the definition of service for promotion review. The committee would like to have consistency across departments. The committee would like to seek a resolution at the school level.

**Plans for 2019-2020:**
The committee will continue to work on what is in progress and look forward to making a positive impact in the 2019-2020 year.