

Committee on Faculty Welfare – Annual Report – 2017-2018 Academic Year

Submitted by Elizabeth Bennion and Nuran Bradley, Co-Chairs (July 30, 2018)

MEETINGS: The committee conducted most of its business online, but did meet several times, including: October 13, 2017, November 3, 2017, and March 30, 2018.

ELECTIONS: Elizabeth Bennion and Nuran Bradley were elected co-chairs of the committee for 2017-2018. The two worked out a clear, and mutually agreeable, division of labor. The co-chair model worked very well.

ACCOMPLISHMENTS: Elizabeth Bennion, with the support and the advice of the committee, negotiated new automatic exemption rules for catering. With the cooperation of Vice Chancellor for Administrative and Fiscal Affairs Phil Lapalucci, Dining Services Director Andrew Vardel, and Sodexo Regional Manager Bill Clapp, the Sodexo automatic exemption policy was announced in Daily Titan on September 28, 2017. This policy was also added to the official Events Manual for the IU South Bend campus.

The rules for automatic exemption are:

Clubs, departments and organizations may now carry in cold breakfast items for an event before 9:00 am without a Dining Services exemption, as long as the items are purchased from approved vendors and the **total bill is under \$100**. Anything above the \$100 threshold needs to follow the usual procedure for ordering from Dining Services.

Clubs, departments and organizations may purchase prepackaged snacks (i.e. chips, Coke products, Little Debbie snacks, candy, etc.) without a Dining Services exemption, as long as the items are purchased from approved vendors and the total bill is under \$150.

Clubs, departments and organizations may purchase prepared sandwiches, deli trays, or pre-packaged desserts from approved vendors for an event occurring after 5:00p.m. without a Dining Services exemption, as long as the total cost does not exceed \$150.

ACADEMIC HANDBOOK REVISIONS: During the 2016-2017 academic year, the committee work to review several sections of the handbook, including: • Appointment Policies Faculty Work Assignments Remuneration • Guidelines for Salary Adjustment Cases at IUSB Not Covered By Affirmative Action • Family Leave Policy • Fringe Benefits • Support for Professional Development and Research • Faculty Awards. The Committee was not asked any questions about our suggested revisions and was not asked to do any more work on the Handbook in 2017-2018 academic year.

ISSUES OF DISCUSSION: The committee discussed numerous issues this year including: reported concerns regarding Dining Services, faculty mentoring shortcomings, and salary compression.

ACTIONS RELATED TO THE ISSUES OF DISCUSSION: We shared our concerns regarding with our Sudexo contacts and noticed some improvement, and fewer complaints, this academic year. We shared our concerns about mentoring gaps with UCET and learned about some brand new cross-campus mentoring programs being launched in 2017-2018. We reviewed a case of salary compression, aggravated by an unusually higher starting salary for a junior colleague, and shared our concerns regarding this case – and the larger issue of salary compression – with academic affairs. We urge additional study and action to address this issue given its negative effect on faculty morale.

ADDITIONAL ISSUES OF DISCUSSION: The committee discussed other issues affecting faculty welfare on campus including: the need for additional event venues and expanded UITS support for campus events, effective administration and oversight of general education, the need to reevaluate the role of community engagement in our PTR guidelines, and concerns about recent administrative turnover. The Committee came to an agreement on several issues:

The Committee supports a proposal by Phil Lapalucci (Vice Chancellor for Administration and Finance) to remodel the 5th floor of the Schurz Library as a venue for campus activities, assuming that resources are available to carry out this plan,

The Committee supports the restructuring of UITS to place Joel Langston in charge of event support for 2018-2019. And,

The committee supports the job description for a proposed Director of General Education.

Issues concerning PTR and administrative turnover are beyond the scope of the Committee's jurisdiction, but the committee agreed, in principal, that a community-engaged campus should have PTR guidelines designed to recognize and reward such work. The committee further agreed that transparency is critical regarding administrative turnover, especially any reasons for the resignations that may affect faculty members' future roles, responsibilities, well-being, and relationship to college and campus level administrators.

Finally, the committee sought to expand SAC track access to include faculty member children on an employee's health insurance plan. There was a negative response to our proposal from Bloomington (with a promise for further consideration and review). The Committee decided to take up this issue at a later date.

ONGOING ISSUES: In addition to the ongoing issue of salary compression, there are several other issues deserving study and attention that were not addressed fully in 2017-2018. Each of these policies affect faculty welfare and faculty have asked committee members questions (or raised concerns) related to each of the policies. These include: family leave policy, conflict of commitment policy, summer pay limits, and status of AAUP at IU. Our faculty would benefit from a study of these issues during the 2018-2019 academic year.