

Faculty Welfare Committee Report 2006-2007

**Chair:** Bill Baird

**Committee Members:** Rebecca Carroll (*ex officio*), Ginny Knorr, Camille Stern, Sandy Streater, Stephen Taylor, Nancy White, and Jennifer Zettler

The Faculty Welfare committee met five times in the 2006-2007 academic year. In an effort to better understand the issues most important to the faculty, we sent a mass email soliciting general categories for a more specific survey. Responses to that led to a paper survey distributed during the September faculty meeting. That survey divided topics into three general categories with subcategories shown below:

Institutional Quality

- Percentage of faculty in non-tenure track and/or part-time positions
- Work load equity
- Retention of faculty
- Other

Financial Issues

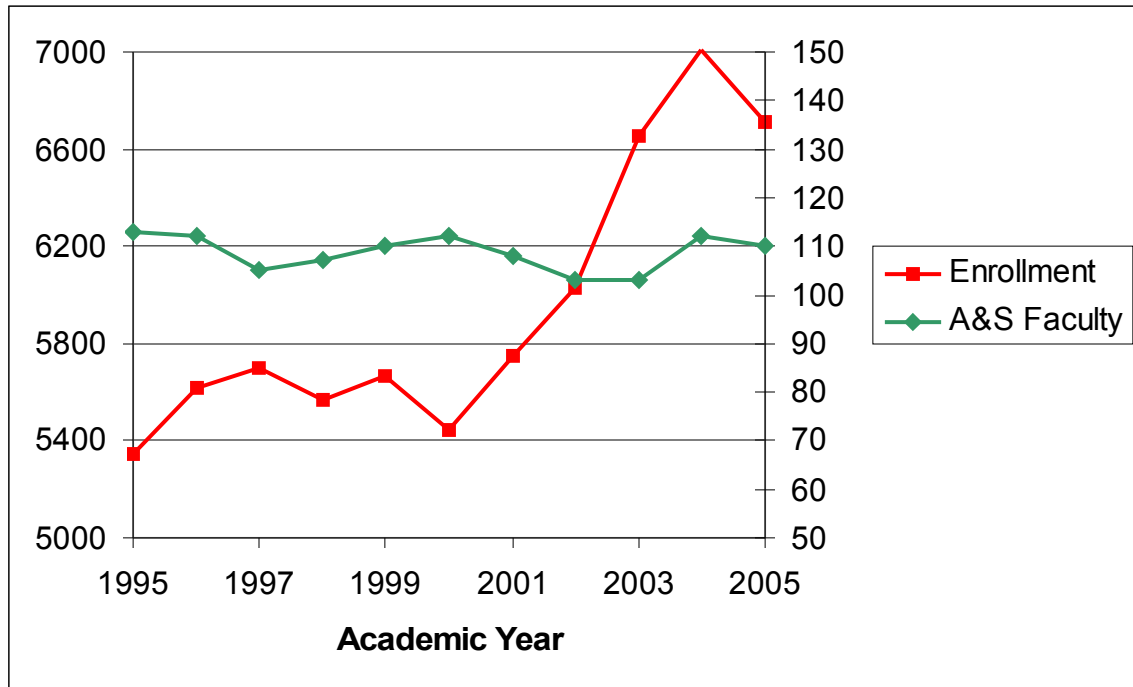
- Pay equity within departments
- Benefits (Retirement)
- Benefits (specify) \_\_\_\_\_
- Pay equity across departments
- Other

Other Issues

- Allocation of classroom/laboratory/office space
- Communication between administration and faculty
- Duration of advisement period and incentives for advisement
- Other

Analysis of the surveys revealed that the top issues in the institutional quality category were 1) work load equity and 2) percentage of faculty in non-tenure track positions. The top financial issues were 1) retirement and 2) pay equity across departments. In the "Other issues" portion of the survey, the top responses were 1) communication with the administration and 2) allocation of space.

We judged some of these to be beyond the ability of our committee to address, but we have received data (from Dr. Jane Wong and Faculty Development) concerning the rapid growth of enrollment at AASU and the relatively stagnant number of tenure-track faculty in the College of Arts & Sciences and incorporated that data into the graph below:



As shown, enrollment in the 2005-2006 school year was up almost 25% compared to the 2000-2001 school year, while the number of tenure-track positions in the Arts & Sciences actually decreased by about 2%.

The committee has also been working closely with Rebecca Carroll in the Department of Human Resources. We will have representatives of all Optional Retirement Plans on campus sometime in August to assist faculty who are nearing retirement as they plan for the future. Additionally, there have been requests for Long Term Care Insurance. The committee met with Eddie Wilson of Colonial Life who provided information about the large array of choices available.

After that meeting, we again conducted a survey to gauge faculty interest in LTC plans. We received a large number of positive responses and Mr. Wilson returned to campus on February 26 to give a seminar for the rest of the faculty. Establishment of some kind of LTC option is an involved process, and the committee will continue work towards this goal.

On January 30, the committee met with President Jones and Vice President Whitford regarding the opinion surveys from the fall. The primary focus was “Communication with the Administration”, and all present agreed that some of the other comments on the survey had their root causes in miscommunication. Dr. Whitford explained that since her arrival, she had made an effort to provide as much information about as possible about upcoming changes during faculty meetings. Faculty were also encouraged to express their concerns to the administration as they arise. The duration of advisement was also discussed as an action item, and typed copies of the comments recorded under the “Other” subcategories were delivered to Drs. Jones and Whitford.

### **Suggested Directions for 2007-2008**

- 1) Continue efforts to determine the viability of an optional Long-Term Care plan.
- 2) Child care for members of the AASU community.
- 3) Investigation of benefits for unmarried domestic partners.