

**Subcommittee on Faculty Development & Welfare**  
**Minutes**  
**Sept. 10, 2020, 3:30 pm**  
**WebEx**

Members present: Jeff Bolles (SBS to 2022), Dennis Edgell (NSM to 2022), Scott Hicks (Director of TLC), Autumn Lauzon (LETT to 2022, Chair), Angela Revels (AVC for Human Resources), José Rivera (ARTS to 2022), Laura Staal (EDN to 2022), and Dana Unger (CHS to 2021)

- I. Call to Order
  - A. The meeting was called to order at 3:33 pm.
- II. Approval of Minutes from Aug. 13, 2020
  - A. The minutes were approved as presented, by acclamation.
- III. Adoption of Agenda
  - A. The agenda was adopted as amended, to include faculty welfare and retention, by acclamation.
- IV. Report from the Chair
  - A. Chair Lauzon reported revenue losses in auxiliary services versus increases in online tuition rates, problems in Advancement in the area of communicating with alumni, enrollment increases with new student enrollment down by 20 percent and graduate enrollment up by 44 percent, FERS is refining promotion and tenure guidelines, and HSES is seeking clarification regarding the University's definitions and reporting of COVID19 data points.
- V. Unfinished Business
  - A. Compensation for coordinators/directors
    1. Chair Lauzon will research gathering data from the Office of Human Resources and/or surveys of coordinators and directors, to include the presence of inconsistencies between departments.
  - B. University ombudsperson
    1. Member Hicks will provide to Chair Lauzon records related to previous efforts (approximately 2014-2016) to develop an ombudsperson and/or faculty grievance assistance committee to inform future efforts.
  - C. Equity between in-person and virtual teaching
    1. The Subcommittee will draft a framework calling for the provision of flexibility, support, and concern for the welfare of all faculty, given the full range of faculty labor in teaching, research, and service and making visible the unforeseen (and as yet unknown) consequences and impacts of COVID-19 on faculty productivity and responsibilities, to include faculty contributions that might go unrecognized but support the functioning of

the University community in difficult times. Such efforts ought to be considered favorably in annual evaluations and decisions for promotion and tenure.

VI. New Business

A. In-person attendance concerns

1. The Subcommittee discussed concerns regarding in-person student class attendance as detrimental to rates of persistence and retention.

B. Spring semester scheduling

1. The Subcommittee questioned whether the scheduling of courses for the spring semester will proceed in a way informed by lessons learned and faculty and student preferences as revealed during the summer and as demonstrated through surveys of constituents and is concerned that such planning, informed by experience, has not been communicated to faculty and students.
2. The Subcommittee supports the collection and sharing of data that are meaningful to determining welfare of faculty, staff, students, and community so that the University plans future operations with the welfare of all community members in mind.
3. In order to assure the welfare of faculty, staff, and students, the Subcommittee seeks answers to these questions:
  - a) What percentage of faculty requests for accommodations regarding teaching modality was granted?
  - b) How will the University support the continued operation of faculty service and research responsibilities?

VII. Announcements

- A. Chair Lauzon announced the next meeting to be Oct. 8 at 3 pm.

VIII. Adjournment

- A. The meeting was adjourned at 5:03 pm.