

**Faculty Welfare Committee**  
**September 8, 2016**  
**Library Room 224, 3:00-4:20pm**

Present: Lesley Clack, Lauren McMillan, Cliff Padgett (guest speaker), Sarah Zingales

1. New charges were introduced:
  - a. Look at process for including student ratings and comments on APAR's using SmartEvals,
    - i. The main issue is: should all comments go forward or just signed ones and how can faculty get just the signed ones?
    - ii. The committee will plan to try to find a consensus of opinions among the faculty in order to proceed (via a survey). If there is no consensus, the committee will investigate sister institutions
  - b. The bill that addresses Post-Tenure Review raises that was brought to the Senate in Spring Semester 2016 was remanded with the recommendation that an ad hoc committee will be created to review the post-tenure review process. This committee will be made up of the Faculty Welfare committee and two additional members and will address the following:
    - i. Establish how all colleges address the 5-year review process
    - ii. Is there consistency between colleges?
    - iii. Can this process be streamlined
    - iv. Look at the word usage for the scale for review: acceptable/satisfactory, etc.
    - v. Consider the benefit of the review and the corrective measure that would be taken in the event a reviews is unsatisfactory
2. Existing charges discussed:
  - a. Charge #1: part-time faculty satisfaction
    - i. The committee was advised that this charge needs more information to be addressed due to the potential existence of a task force. It is hoped more information will be available soon.
  - b. Charge #4: review campus climate survey
    - i. The committee discussed various approaches for the survey, such as getting a more specific breakdown of faculty responses in order to effectively address this charge

The meeting adjourned at 4:20