

## Faculty Welfare Senate Committee Report 2021-2022

Committee members (with academic affiliation and end of term): Marco Valtorta (Computer Science and Engineering, 2022), Toni Torres-McGehee (Department of Exercise Science, 2022), Jennifer Deckert (Theatre and Dance, 2024), David Berry (Sc Political Collections, 2024), Katie Klik (Smt Palmetto College, 2024), Cheryl Addy (ex-officio, Office of The Provost, 2022), Peter Chametzky (School of Visual Art Design, 2024), Breanne Grace (College of Social Work, 2024), Andrea Henderson (Department of Sociology, 2022, Chair), Sheryl Mitchell (College of Nursing, 2023, Chair and reporter).

### Committee membership and description

This committee will consider university policies and the enforcement of policies regarding the welfare of the faculty, such as faculty salaries, other compensation and benefits, and any matters affecting the workplace environment. The committee may recommend appropriate changes or the enforcement of existing policy, propose new policies, or comment upon proposed university action affecting faculty welfare. Major changes in academic affairs policy should be forwarded to the Faculty Advisory Committee for its consideration. In addition to the six elected faculty members, there will be one faculty member from the regional Palmetto Colleges elected by the Palmetto College Campuses Faculty Senate and two members appointed by the provost. A representative of the Office of the Provost will serve ex officio.

### 2021-2022 Meetings and Actions

The Faculty Welfare Committee (FWC) met virtually during the 2021-2022 academic year using the Microsoft TEAMS platform. FWC met once a month on the last Monday of the month. The Committee met on the following dates:

August 31, 2020  
September 27, 2021  
October 25, 2021  
November 29, 2021  
January 31, 2022  
February 28, 2022  
March 28, 2022  
April 25, 2022

### Major initiatives and accomplishments

- Blatt Physical Education Center: FWC discussed changes in the gym membership and fees for the Blatt Gym. Director Mitch Nettesheim was invited to join a FWC meeting to discuss the changes in the membership fee. FWC also extended the invitation to the Chair of the Staff Senate to determine how the changes in fees impacted UofSC staff. Director Nettesheim met with FWC on September 27, 2021, to discuss how the fees were determined. The impact on health and well-being related to the changes in fee structure was also discussed.
- COVID-19: FWC worked with The Office of the Provost regarding ADA accommodations and procedures for faculty. FWC also discussed student accommodations/mask requirements and faculty responsibilities related to the accommodations. FWC discussed COVID-19 campus mitigation procedures such as filtration devices for the classrooms. FWC collaborated with The

Office of the Provost on COVID-19's impact on faculty evaluation and promotion in the current state and the potential long-term impact. FWC also discussed faculty and staff experiencing COVID fatigue and the best ways to assess faculty wellness. FWC discussed and advocated for safeguarding Spring break for faculty by encouraging deans and department chairs not to schedule meetings during Spring break. Provost Cutler was invited to the February 2022 meeting to discuss FWC's concerns regarding COVID and to request a statement regarding COVID and its impact on mental health.

- Legislation impacting academics: FWC discussed state legislation that could impact UofSC faculty, including legislation related to ending tenure and academic freedom. FWC requested a statement from the Office of the Provost supporting faculty academic freedom. FWC supported the Critical Race Theory Resolution.
- Human Resources: Collaborated with HR on how to make our insurance plan more competitive.
- FWC met with Provost Arnett during Summer 2022 to discuss FWC and her vision for UofSC faculty. We also extended an invitation to her to meet with FWC during the 2022-2023 academic year with the goal that the Provost would meet with FWC at least yearly.

#### Ongoing

- COVID-19 2022-2023 Academic Year
- Parking Services: Received a concern about parking around the Arnold School of Public Health and special university events.
- Traffic on campus
- Severe weather/evaluation on campus
- Working Well Committee
- Faculty Budget Committee
- Faculty Steering Committee

Thank you to Marco Valtorta (Computer Science and Engineering, 2022), Toni Torres-McGehee (Department of Exercise Science, 2022), and Andrea Henderson (Department of Sociology, 2022, Chair) for serving on FWC.

Welcome to new members for 2022-2023: Amie Freeman (Library), Liam Hein (Nursing), and Suzy Hardie (Education).