



## 2021 - 2022 Annual Faculty Senate Committee Report

**Faculty Senate Committee Name:** Faculty Welfare and Compensation Committee

**Faculty Senate Committee Chair Name:** Melody Zoch (SOE)

**2022-2023 Incoming Committee Chair Name:** Co-chairs: Sonia Archer-Capuzzo, Lucia Mendez

**Unit Representation:** Melody Zoch (SOE), Laurie Kennedy-Malone (Senator Liaison), Lucia Mendez (HHS), Merlyn Griffiths (BRY), Rhonda Jones (LIB), Xiao Rao (CAS), Ratchneewan Ross (NUR), Alex Ezerman (VPA), Sonia Archer-Capuzzo (PTF Liaison)

**Academic Year Report Covers:** 2021-2022

**Date Prepared:** 05/18/22

**List of dates the committee met:** 9/2/21, 10/7/21, 11/4/21, 11/29/21, 1/27/22, 2/24/22, 3/24/22, 4/21/22

**List and briefly describe major accomplishments of the committee for the year:** During the year, the FWC committee had three main accomplishments: 1) separated the current policy on post-tenure review and annual review into two separate policies. At the close of the academic year, the committee created a draft of each policy that will be ready to present for vote by the Faculty Senate in the fall semester of the following year; 2) proposed a revision, which was passed by the Faculty Senate, to the policy regarding Professional Track Faculty and when they shall receive notification if their contract will not be renewed (at least three months from the end of the annual pay cycle); and 3) provided the Provost and the Senior Vice Provost with feedback on the proposed Professional Conduct Policy in collaboration with the Equity, Diversity, and Inclusion committee.

**List any action items for future consideration (if applicable):** As noted above, the FWC committee will be presenting the recommendation on how to separate the current policy on post-tenure review and annual review into two separate policies.

**Discuss strengths and opportunities for improvement:** The committee has been supportive of responding to current events (e.g., the policy regarding the Professional Track Faculty, providing feedback to the proposed Professional Conduct Policy). One opportunity for improvement would be to consult with the Ombudsman when they are hired to see how the FWC committee might provide support and input.