

**Coastal Carolina
University Faculty
Welfare Committee
2023-24 Annual Report**

Members: Andrew Busch (chair), Donald Rockey (vice chair), Elizabeth Muckensturm (secretary) Keshav Jaganathan, Ariana Baker, Tiffany Hollis, Jacob Lauver, Menassie Ephrem, Charles Clary, Anne Berler, Bong Jeong, and Rhonda Miller.

The duties of this committee are to consider policy matters pertaining to salaries and other aspects of the personal welfare of the faculty and associated faculty; to act as an initial agent of the faculty in matters of forfeiture of tenure; and to review, propose and/or consider policy concerning matters of faculty and associated faculty conduct.

The Faculty Welfare committee met 1 to 3 p.m. the third Wednesday on each month. Recordings, minutes, and documents of these meetings can be found on Microsoft Teams. The following is a list of items the committee addressed over the course of the 2023-24 academic year.

1. **Added new language to the Faculty Compensation Plan to account for new rank of Principle Lecturer**, working with Teresa Burns. The main change for the committee this year was to create language for principle lecturer in the Faculty Compensation Plan. The committee worked on the language in October and again in February. The changes to language were passed at the Faculty Senate meeting in April and will take effect for the 2024-25 academic year. We also established that the rule which states no more than a 7% pay increase can occur within 5 years only applies to post-tenure review, and so Principle Lecturers are not subject to it.

2. **Work on Faculty Compensation Plan:** The Faculty Welfare Committee spent the majority of its time discussing the Faculty Compensation Plan throughout the year. The changes were not finished this year and should be the major focus of the committee at the outset of the 2024-25 academic year, as stated below in “Continuance Issues.” The following is a list of what we have accomplished thus far.
 - A. Decided on four categories to focus on: COLA, merit, decompression, and inversion.
 - B. Discussed the problems re: the Faculty Compensation Plan and the rating system CCU uses. The rating system must be made uniform throughout.
 - C. Discussed the situation that difficult situation that department chairs are put in via the “exceptional” rating being linked to 110% decompression. Decided this will likely be a contentious issue among the faculty.
 - D. Discussed the pros and cons of hiring an outside consultant to study other compensation models and make suggestions for ours. Pros were that it takes a great deal of work for us

to do it. Cons were the possibility that they might find ours is relatively generous and provide reason to make it less so.

- E. Met with Holly Legg and Stephanie Jagannathan from IR to discuss CUPA averages and also how to make the plan easier to implement. One problem is that CUPA does not have average for any non-tenure track rank other than “Lecturer.” The plan allows for \$5000 to be added to the lecturer rank when figuring the promotion raise to senior lecturer. We suggested a \$8000 increase to the formula for Principle Lecturer. We also discussed that IR has to gather all annual evals for decompression, which is time consuming. We discussed the need to simplify the plan and communicate it more effectively to faculty.
- F. We developed a new slope for determining promotion increases.
- G. We discussed other ways of allocating decompression money that might be more equitable. These included higher decompression for those who have a lower base salary or for those who are more compressed.
- H. We discussed the possibility of creating a survey for the entire faculty to gauge knowledge of and generate interest in the Faculty Compensation Plan.

- 3. **Discussion of Summer and Overload Compensation.** There are concerns about the equity of Summer and Overload pay. These categories do not fall under the Faculty Compensation Plan but they do fall under Faculty Welfare purview. The committee agreed that full time faculty should not receive adjunct pay for teaching an overload during Fall or Spring semester and that it should align with Summer pay because it the same amount of work and ostensibly the same benefit to the university. We also discussed that Summer pay and assignments should be more equitable, with departments creating guidelines for how summer teaching is allocated and creating pay scale is more favorable to those with lower base salaries.
- 4. **Use of Recreation Facilities for Faculty.** We discussed how faculty might go about reserving outdoor space for recreational activities, particularly soccer, but determined that the issue was how within the purview of the committee. However, this led to 5.
- 5. **Faculty Well-being Committee.** The discussion about recreation led to a broader discussion about faculty well-being, where we decided to explore the possibility of creating a university-wide committee on Well-being. The committee invited Dr. Yvonne Hernandez Friedman and Lee Carter to discuss how the committee could be more involved. We discovered that there is a Wellness Coalition comprised of faculty, staff, admin, and students on campus and decided that we would like to send a rep to their meetings next year and potential announce the coalition at the Faculty Convocation next year.

6. **Scholarly Reassignment Plan (at the request of Faculty Development Committee).**
We discussed the Faculty Development Committee's plan to adjust the scholarly reassignment process, which is attempting to create a non-competitive track for the allocation of scholarly reassignments. We discussed several points about the viability of the proposal (for example would there be enough slots available?) as well as potential augmentations that might make it more feasible (such as a different timeline for the non-competitive track).
7. **Climate Survey.** We briefly looked at the campus climate survey but did not have time to discuss it in depth. This is something that should happen next year.
8. **Universal Performance Evaluation.** This was discussed continuously throughout the year but unfortunately we did not get around to actually reaching out to deans and department chairs.
9. **Faculty Welfare Representatives:** Faculty Welfare sends representatives to other standing committees to help inform and report back to ours:
 1. Faculty Grievance receives one tenured representative from the Faculty Welfare Committee who is elected for a one-year term. (Ariana Baker)
 2. Non-Tenure Track Faculty. (Anne Berler)
 3. Budget and Finance receives one tenured representative from the Faculty Welfare Committee who is elected for a one-year term (Andrew Busch)

Continuance Issues

1. Election for Chair (Elizabeth Muckensturm agreed to be chair if no one else wanted to), Vice chair (Keshav Jagannathan), Secretary (tbd).
2. Election of FW Representatives to Faculty Grievance, Non-Tenure Track Faculty, and Budget and Finance Committees
3. Faculty Compensation Plan
 - A. Determine decompression/promotion formula
 - B. Continue discussion of decompression allocation plan and merit/inversion
 - C. Determine formula for principle lecture promotion salary increase
 - D. Send revised Compensation Plan to faculty senate during Fall semester
4. Continue work on Faculty well-being and Wellness Coalition
5. Continue discussion of Climate Survey
6. Continue discussion of Universal Performance Evaluations
7. Continue discussion of Summer and Overload compensation
8. Keep in contact with Faculty Development about their new Scholarly Reassignment Plan
9. Continue discussion of issues that were addressed in 2022-23 but that we did not get to in 23-24: Online chair training manuel; Faculty Grievance Procedure Expansion