

**Faculty Welfare Committee
Annual Report
2001-02 Academic Year**

A brief accounting of Welfare Committee activities for the 2001-02 AY follows. The new Chair for the 2002-03 AY will be Peter Graham, Sports and Entertainment Management.

Reorganization of Academic Units. Prompted by the Strategic Directions and Initiative Report and process, the Welfare Committee considered during the year two issues relating to the reorganization of academic units: the role faculty should play in reorganization proposals, and the effect of reorganization on tenure and promotion criteria and procedures. Regarding the first of these, the Committee developed and presented to the Faculty Senate a resolution calling for active and timely faculty involvement in the development and appraisal of reorganization proposals, and contending that principled opposition to proposals by both the general and directly affected faculty should ordinarily suffice to prevent reorganizations from occurring. This resolution was passed unanimously by the Senate on May 2, 2002. Regarding the second issue, the Committee developed and proposed Faculty Manual changes regarding the impact of reorganizations on tenure and promotion. Very briefly, the Committee proposes that new units (for instance, those created by mergers of preexisting units) must develop new criteria and procedures; that probationary faculty hired before reorganization is completed can choose to have applied to them either the newly established criteria and procedures or those that were in effect when hired; and that faculty hired before 1995 can choose to have applied to them either the newly established criteria and procedures or those that were in effect when hired (as per the current Faculty Manual). This proposal has been forwarded to the Faculty Advisory Committee and the University Committee on Tenure and Promotion for their consideration and action. The Welfare Committee will monitor this ongoing issue during 2002-03.

Anti-Discrimination Policy. Prompted by the Student Senate, the Faculty Senate asked the Welfare Committee to consider potentially amending the University's anti-discrimination policies so that they include sexual orientation. The Committee learned that just such a proposed amendment had been passed by the Faculty Senate in 1993, and it examined the arguments that had been aired at that time by those who opposed the proposed change as well as by those who supported it. At the December 5, 2001 Faculty Senate meeting, the Committee proposed that the suggested policy change be endorsed again. The proposal passed, was forwarded to the President of the University for action, and Student Government was informed.

Disciplinary Procedures in Sexual Harassment Cases. The Chair of the Senate asked the Welfare Committee to review the existing policy procedures in sexual harassment cases, and also their application by University officers. The Committee learned that a review of the procedures was being performed by an outside legal firm at the request of the University. During the Spring semester, the Committee met with the University's General Counsel and the Executive Assistant to the President for EOP, and offered its

advice and suggestions regarding potential problems and possible changes. These suggestions were relayed to the legal firm. As of June 2002, the outside review was reportedly near completion. The Committee expects to meet again in the Fall with the General Counsel to discuss the review and any proposed changes to the policy. Regarding the application of existing procedures in past cases, the Committee was not able to learn very much; the University insists that it has applied the procedures consistently and fairly.

Emeritus Faculty. The Chair of the Senate asked the Welfare Committee to look into a complaint by a retired faculty member regarding her treatment by the University Library. The Committee reviewed that case and more general issues regarding the treatment of emeritus faculty. At the April 3, 2002 Faculty Senate meeting, the Committee reported that the particular case was resolved properly by the University; described fairly minor on-going problems regarding the treatment of retired faculty; and reported that the University has promised to report any widespread problems or complaints to the Committee. The Committee will try in the future to serve as a monitor of, and spokesman for, the welfare of retired faculty as well as active faculty.

Building Maintenance. An on-going problem for the faculty and Committee, and the University, is the lack of adequate funding for building maintenance. The main activity of the Committee this past year with respect to this problem has been to complain loudly, directing its complaints to University officials and airing its complaints at Faculty Senate meetings. Some success was achieved with respect to at least one problem in one building (money was found to repair malfunctioning elevators in the Humanities Building) during the Fall of 2001.

Health Benefits and Salaries. The on-going problem of deteriorating health care benefits and rising health care costs also secured attention from the Committee. The Committee discussed and reviewed health benefits, as it has in the past, with various University administrators, and pursued some independent research on its own. As best the Committee can determine, the benefits/costs at this University, and in this State, are not unusual. In June of 2002, the Chair of the Committee proposed to the Provost that the Board of Trustees consider alleviating the problem, for example by providing from internal funds a small across-the-board salary increase. Also, the Committee raised more general salary complaints with the Provost in the Fall of 2001.

Child Development Center. The University's plan to replace the USC Children's Center with a "public-private partnership" came to fruition during this AY. The current Center will be replaced by the USC/Gateway Academy Child Development and Research Center, to be opened sometime in 2003. The Center will serve 200 children, and is expected to earn national accreditation (from the National Association for the Education of Young Children). The land for the planned 26,000 square foot building (at the corner of Wheat and South Pickens Street) is owned by the USC Development Foundation, and it will lease the land, once construction is completed, to the private company, Gateway Academy, for \$1 a year. Gateway will have primary responsibility for the Center's child-care operation, although a Governing Board consisting of University administrators and

faculty, as well as Gateway representatives, will help guide Center management. In addition, University representatives will have primary responsibility for curriculum and educational issues (a planned second floor of the building will house a Research Center). An Advisory Board of parents, staff, and community members is also planned. Also, the current USC Child Development Center director is expected to serve as the director of the new Center. The director will remain a University employee; however, other current Center employees will, if they remain, become employees of Gateway Academy.

Faculty Enrichment Fund. The Welfare Committee controls a small amount of money through this Fund (to which faculty can and do contribute through the Family Fund). As in the past, the Committee this year authorized the expenditures of funds to cover the cost of both faculty flu shots and for fee reduction coupons to faculty who used Wellness Works Programs.

Email Notification. The Committee continued to use the Provost's Email system to communicate important messages to the general faculty. Thanks to John Olsgaard as well as Jerry Odom for this service.

Dan Sabia, Chair
Faculty Welfare Committee for 2001-02