Faculty Welfare Committee (FWC) members for 2008-2009 were: Kevin Bennett (School of Medicine), Kate Boyd (Reference Library), Pearl Fernandez (USC Sumter), Kenneth Gaines (School of Law), Augie Grant (Journalism and Mass Communication), Darris Hassell (Spanish, Regional Campus Representative from USC Lancaster), Esmaiel Jabbari (Engineering), Stephen Sheehi (Languages, Literatures & Cultures), and Bob Best (ex-officio member as Chair of the Faculty Senate). The Committee was chaired by Charley Adams (Public Health).

At the first two meetings (September 24th, October 22nd), the FWC discussed old and new items for the FWC to work on in the 2008-2009 academic year.

**Tuition Aid for Faculty Dependents**
Although the committee felt that tuition for dependents would be a very worthwhile benefit to offer faculty, this item was abandoned for the time being as funds could not be identified, and since most dependents would be eligible for the existing Life, Hope and Palmetto scholarships.

**Preventive Care**
After much discussion, the FWC decided to offer flu shots not only to faculty contributors to the Family Fund, but also to non-contributors as well. The amount allocated for this was doubled from $5,400 to $10,800, with half reserved exclusively for Family Fund contributors. The FWC also agreed to fund cardiovascular screenings, at the same level as was done in the previous year ($8,500).

**Salary/ Salary Compression**
The recent budget cuts will affect salary raises and merit pay. Questions were raised as to whether productive faculty would get merit pay raises or incentives, and how the cuts would affect faculty promotion, recruitment and retention. Bob described a model for how deferred merit pay can be recouped when the budget allows. A recommendation was made that salary incentives be built into the system to reward productive faculty. Results of a 2007 FWC survey were shared with the Quality of Life committee of Focus Carolina.

**Sustainability**
The FWC worked with Michael Koman, USC Sustainability Director, to identify how the faculty could become more involved in sustainable initiatives on and around campus. President Pastides has made sustainable initiatives a priority at USC. It is hoped that in the long term the regional campuses would also be included ramp up sustainability initiatives. A Sustainable Universities Initiative Grant (SUI) was awarded to 3 campuses in SC (USC, Clemson and MUSC), and has expanded to include 12 colleges and universities. An offshoot of the SUI is the Environmental Advisory Committee (EAC) which implements sustainability initiatives on campus. An increased number of faculty and students are now involved in service-learning and outreach.
programs such as waste reduction, recycling and efficient energy and water use. As part of USC’s long range goal of reducing net carbon emissions to zero, sustainability initiatives on campus include looking at alternative energy sources, food composting, and implementing a green campus program. An example of the green campus program is to have all new and renovated buildings receive LEED (Leadership in Energy and Environmental Design) Certification from the Green Building Council.

The FWC continues to maintain a connection to the Office of Sustainability, and is committed to supporting their efforts however possible.

**Faculty Enrichment Fund**

The FWC was reminded that this committee is responsible for allocating these funds. A review of this fund going back a few years revealed that funds are declining over time, but that it should continue to be used for those things deemed beneficial to the faculty by the FWC. All faculty have been invited to share ideas with the FWC on different ways this money can be spent.

**Website**

The committee decided that it would be a good idea to establish a webpage for the Faculty Welfare Committee where committee information, annual reports and meeting minutes can be posted. This webpage could allow other faculty information on how to voice their concerns and make suggestions to the committee. The chair met with UTS to discuss this, and the FWC webpage is now up; other senate committees are considering webpages of their own.

**Campus Safety**

In the Spring of 2008, the FWC was contacted following an incident on campus whereby a faculty member sustained an injury on campus, and through an unusual set of circumstances, the faculty member was not evacuated in a timely manner to emergency services. The FWC is looking into exactly how this happened, and will explore ways to prevent similar problems in the future.

**Class Scheduling**

Following a request from Faculty to re-examine scheduling and the possibility of additional 75 minute classes on Monday and Wednesday. The Registrar’s office makes decisions on class scheduling and there needs to be more communication between the Registrar’s office and the Faculty Senate and Welfare Committees. Increasing time between classes to 25-30 minute to accommodate travel time between classes is being considered. Discussions from year 2007-2008 on alternative scheduling and smart scheduling and shuttle services continued at this meeting. Environmental issues also need to be addressed while looking at increased shuttle services.

**Sasaki Campus Plan**

The Sasaki Campus Plan was discussed which included parking issues on campus. A discussion on parking centered on making a salary adjustment to accommodate parking fees and having a
green campus, where parking would be limited to the perimeter of the campus. Some committee members felt that this however may increase time involved in walking to class or office. The committee expressed interest in having:

a) more input from faculty on this plan
b) considerations for faculty in this plan

The Faculty Welfare Committee continues to meet every month during the academic year.

Respectfully submitted,
Charley Adams, Chair
Public Health