Faculty Welfare Committee (FWC) members for 2009-2010 were:

Pearl Fernandes (Regional Representative From USC Sumter), Kate Boyd (Libraries), Stephen Sheehi (Arts & Sciences), Varsha Kulkarni (Physics), Kevin Bennett (Medicine), Esmaiel Jabbari (Engineering), Darris Hassell (Spanish, Regional Campus Representative from USC Lancaster), Jihong Liu (Epi/Biostats), and Bob Best (ex-officio member as Chair of the Faculty Senate). The Committee was chaired by Charley Adams (Public Health)

The 2009-2010 year focused on several priorities; preventive health care, salary equity, safety, and sustainability.

Preventive Care

The Committee initially provided $5,400 to fund faculty influenza vaccinations via the Student Health Center. This would provide 216 vaccinations. This allotment was quickly exhausted, so the committee allocated an additional $5,400 to provide an additional 216 vaccinations. The committee also allocated $500 to reimburse faculty who were charged for their vaccinations.

The committee also allocated funding to provide cardiovascular services to faculty. We allocated $7,875 to screen 45 participants at a fee of $175 per exam. These screenings included a stress test, lipids check, blood pressure screening, and health risk appraisal.

Salary Equity

Continuing work from previous years, salary issues have continued to be a focus of the faculty. In particular, salary issues are a main component of the Focus Carolina Quality of Life in the University Community initiative. Given budgetary restraints in recent years, this concern has been more pressing. Therefore, the Faculty Welfare committee, in conjunction with the Provost’s office, began a salary study to determine how USC faculty’s salary ranges compared to comparable institutions.

The committee, in conjunction with representatives from the Provost’s office (Christine Curtis, Senior Vice Provost) selected six departments for comparison (Biology, Marketing, Languages, Literatures & Cultures, Civil/Environmental Engineering, Instructional Teaching, and Epidemiology & Biostatistics). These departments would be chosen from peer and peer aspirant institutions. We chose to separate the regional campuses for individual studies.

The objective of the analysis was to provide a better picture about salary compression, salary equity, or salary inversion. The comparison will be made within the departments, across departments, and across the institution. The average and range of salaries by ranking (assistant, associate and full professors) were to be calculated. Discussion also centered on possible data sources, including national studies, databases, and primary data collection. It was determined
that a mix of these methods would be necessary. This study was not completed in the 2009-2010 academic year, and will continue into the next academic year.

Safety

Campus safety was identified as an issue for discussion. Several invited guests presented on several related topics.

Eric Grabski discussed with the committee the lack of emergency-preparedness among faculty/staff/students on the USC campus. Once a year, the USC Police Department holds workshops on safety at some large campus buildings (e.g., Russell House, Byrnes building, 1600 Hampton etc.). We discussed adding sessions across campus, as well as covering additional topics such as severe weather, active shooters, bomb threats, etc. We felt that safety training should be more systemic and consistent, despite the wide range of structures and facilities around campus. Such training should also be incorporated into student and faculty orientation. Alternate delivery methods were also discussed, such as streaming videos on well-used campus-wide systems such as Blackboard or VIP.

There was also discussion about the potential need for an on-campus rescue service, staffed either by contract with local services or using trained volunteers.

Tom Syfert and William Harley from USC’s Environmental Health and Safety also gave a presentation on CPR and AED devices and training. AED devices are available throughout campus and easy to use.

Sustainability

A member of the committee wanted to explore how sustainability issues intersect with faculty welfare. Therefore, Michael Komen, from the USC Office of Sustainability, was invited. Topics discussed included green building techniques and renovations, conservation efforts and participation, and integration of topics into existing courses. The committee learned of several student-led initiatives that would benefit from faculty participation.

Other issues:

The Committee also began exploring the potential for faculty use of the Strom PE center while the Blatt PE Center pool was closed for renovations. Issues such as costs and legal restrictions were identified. The discussion was ongoing.

Respectfully submitted,
Charley Adams, Chair
Arnold School of Public Health