

# **Faculty Welfare Committee**

## **Annual Report**

### **2014-2015**

#### **Major Initiatives and Accomplishments:**

- The 2014-2015 Faculty Welfare Committee launched an initiative to increase the value of the current faculty and staff dependents college scholarship. These efforts have led President Pastides and his administration to double the benefit to faculty and staff whose dependents attend USC as undergraduates. The current scholarship is \$1500 per year for enrolled faculty and staff dependents. Beginning 2016-2017 President Pastides has agreed to double the scholarship to \$3000 with \$500 increments over a three-year period. So faculty and staff who have dependents that attend USC beginning Fall 2019 will be eligible for the full \$3000 scholarship.
- The 2014-2015 Faculty Welfare Committee thoroughly documented the concerns of USC's Non-tenure Track (NTT) Faculty and facilitated the creation of a Faculty Senate Task Force that will explore further, in 2015-2016, these documented concerns and seek resolutions were possible. The FWC developed, coordinated, and analyzed this survey of all NTT faculty to seek and document their specific concerns that the 2013 Faculty Climate Survey and the University Ombudsman Dr. Jim Augustine had identified more broadly. All 694 full-time (NTT) faculty (current as of December 2014 as identified by Derlene Lowder of the Office of the Provost) received the opportunity to participate in February 2015 and 351 completed it—a 51% overall participation rate and a 59% average per college participation rate. Neither adjuncts nor part-time faculty were included.

#### **Researched Specific Concerns:**

- USC faculty and staff parking concerns: The FWC coordinated with Professor Augie Grant, Faculty Senate chair elect, to share parking concerns with Derek Huggins and his team. Additionally, we participated in the creation of the survey administered by Andrew McClurg's consulting firm.
- Sexual Assault White House Paper: The FWC members received training from Stephanie Hinton, from Student Health Services, on the reporting responsibilities faculty have when dealing with students and issues of sexual assault. The committee linked Stephanie with other campus partners to promote the responsibility awareness issue across campus.
- USC Children's Center: Coordinated with Russ Meekins, Executive Director of USC Foundations, to address concerns presented to the committee from a faculty member.
- Partner Benefits: The FWC shared concerns from faculty with Caroline Agardy about the need for partner health benefits. Subsequently the Supreme Court's decision to acknowledge same gender marriage resolved

this issue for us.

- Explored with the Faculty Advisory Committee potential policies to address NTT faculty promotion guidelines.
- Explored possibilities with UTS to enable women to use their professional names on USC's Blackboard and Banner system when that name differs from their legal, married name. The current unwillingness of the university to accommodate this request presents significant confusion to students and others when the faculty member's name differs from the one they see in the registration system and in the course Blackboard site.
- Organized a Faculty Team and raised money for the American Heart Walk.
- Explored reopening the Faculty Club.
- Requested that Blatt PE Center extend its operating hours to include weekends, but they reported insufficient operating funds were available to honor this request.

### **Ongoing Annual Responsibilities:**

- Funded \$6280 for faculty flu shots.
- Served on the Working Wellness Council.
- Served on the Healthy Carolina Council.
- Attended meetings of the Academic Affairs and Faculty Liaison Committee of the Board of Trustees
- Participated with representation on the Faculty Budget Committee.
- Participated with representation on the Faculty Steering Committee.

Submitted: August 2015

Janet G. Hudson, co-chair

### **Committee Membership**

- Janet Hudson—Extended University (History)—2015 Co-chair
- Camelia Knapp—Earth and Ocean Sciences-- 2016 Co-chair
- April Hiscox—Geography-- 2015
- Beverly (Bev) Baliko—Nursing-- 2016
- Andrea L'Hommedieu—South Caroliniana Library-- 2017
- Christian Anderson—Education Leadership & Policies-- 2017
- Mark Beck—Languages, Literature, and Culture-- 2017
- Susan Kuo—Law School-- 2017