

Compensation and Welfare Committee Report

December 16, 2021

The C&W committee met twice this month. We discussed the results of the survey we sent to Chairs of all departments across the University on onboarding and payment process concerns for temporary faculty and adjuncts. We received 21 responses from Arts and Sciences (6), Business (1), Communication and the Arts (1), Diplomacy and International Relations (1), Education and Human Services (3), Health and Medical Sciences (6), Nursing (1), and Theology (2). Onboarding and payments seem to be a problem for Arts and Sciences, Education and Human Services, and Health and Medical Sciences especially. Time to process paperwork for onboarding and payments was the number one concern, with the time to payment for these employees at around 12-13 weeks on average for the departments reporting concerns and going unpaid for 6 months to a year in SHMS. The committee will look into the details and consider recommendations on this issue next.

We note that we have not received an update on the questions asked regarding benefits and continue to request that the EC follow up on these questions noted in the last report.

Finally, the committee discussed the upcoming salary study and felt strongly that faculty should have input in the process. The committee felt that their experience and expertise are necessary for the success of the salary study and have developed a motion requesting the Senate to call upon the members Compensation and Welfare Committee to be involved in the process.

Respectfully Submitted,

Sona Patel and Roseanne Mirabella
Co-Chairs, Compensation and Welfare