

Compensation and Welfare Committee Report

March 2022

The C&W committee met once in February and once in March. 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. Just to recap, we received 21 responses from eight schools and colleges. 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 Health and Medical Sciences. The committee is recommending action on this issue with two motions that urge the administration to develop timely processes for both onboarding and payments for our temporary faculty and adjuncts.

The committee also discussed the resolution that was placed on hold at the last Senate meeting, namely, the motion requesting some financial documents and other information be shared with the Senate. As several items were not provided or addressed, the committee decided to bring the motion for discussion once again.

The committee was requested to provide feedback on a proposal for four changes to the merit process to be implemented this year. The committee felt that merit should be put on hold this year.

We note that the committee has not received an update on the resolution regarding benefits.

As noted previously, if you are interested in volunteering for the C&W charge “to research the possibility of university sponsored/subsidized daycare for faculty members,” please reach out to us.

Respectfully Submitted,

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