

**Minutes**  
**COMMITTEE ON FACULTY WELFARE**  
**Meeting of April 30, 2020**  
**Held Via Zoom**

**Present:** Vilashini Cooppan, Tesla Jeltema, Thorne Lay, Grant McGuire (Chair), Nico Orlandi, Jennifer Parker, Jaden Silva-Espinoza (ASO)

**Absent with Notice:** Yihsu Chen, Su-hua Wang, Judith Aissen (*ex officio*)

**Chair Announcements**

*Update from the Senate Executive Committee (SEC) Meeting of 4/21/20*

Chair McGuire provided Committee on Faculty Welfare (CFW) members with a report from the latest SEC meeting and shared that there was a brief discussion about divisional appointees and faculty not in departments. SEC members noted that divisional appointments appear to happen for three reasons: 1) if a faculty member's department is disbanded and they do not find a new department, 2) when there are disputes within the department and someone is pulled out, 3) deans appear to use this option when they are trying to start a new program. Chair McGuire has looked at the salary data for divisional appointees and has found that it looks like they get promoted at the same rate, but the salary growth appears to lag. He noted that the problem is compounded for Arts divisional appointees as faculty in the Arts are generally promoted at a slower rate.

CFW members raised concerns about divisional appointments being used punitively and the overall lack of Bylaw 55 rights, and noted that for some programs with divisional appointees, there is no mentorship, community, etc. A suggestion was made for CFW to get more information on these appointments. Chair McGuire shared that he is looking for trends in the salary data, but noted that the metrics being used in the analysis are not designed to look at individual cases, which might be troublesome. CFW would like to know more about the composition of this cohort. Chair McGuire will report back to SEC and expects that the Committees on Academic Personnel (CAP) and Affirmative Action and Diversity (CAAD) will have much to contribute as well.

**Divisional Review – Revised Forward Funding for Partner Hires**

CFW has been invited to opine on a revised forward funding model for partner hire recruitments. Members viewed the proposed model as a very positive and creative step forward in recruitment and retention of high quality faculty. The committee would like the proposal to include some clarification and justification of the disparity between inter- and intra-divisional funding, in particular, the reasoning behind the allocation of “up to five years” of central funding for interdivisional hires, and “up to two years for appointments that occur within the same division”. Members recognized that in a possible post COVID-19 hiring freeze, this may be one of the few ways that departments can replenish their FTE.

The committee noted that CFW has supported a faculty created partner hire database in the past that the administration has been reluctant to assume management of. Faculty now have access to the Higher Education Recruitment Consortium (HERC), which can provide information regarding academic appointments, but it is unknown at what level this resource is being utilized.