Faculty Senate Welfare Committee 2014-15 Report

Welfare committee members:

Katherine Weisensee (chair-Spring) (BBS) Neil Calkin (E&S)
Matt Powers (chair-Fall) (AAH) Julia Brumaghim (E&S)
Shannon Robert (AAH) Kathleen Meyer (del) (HEHD)
Scott Pratt (AFLS) Ashley Fisk (del) (AAH)
Jennifer Ogle (E&S)

Old Business

• Parental Leave Policy
  o The Welfare committee completed a draft of a parental leave policy for faculty in January 2015. The parental leave policy would allow for paid parental the birth or placement of a child and a workload adjustment for the faculty member in order to ensure continuity of critical faculty duties.
  o We circulated the draft for feedback to the Policy committee and the Office of Human Resources. HR suggested additional research and cost analysis, as well as a determination of support from the Provost.
  o In response to the suggestions from HR, the committee drafted a memo for Provost Jones regarding the policy in order to determine how to proceed.

• Childcare Facilities
  o The Welfare committee provided some initial input into the proposal for a University child care center. The Women's Commission has continued to move the proposal forward.

• Nursing Facilities
  o The Welfare committee supported a proposal to provide additional nursing facilities on campus. Nursing facilities are likely to be included in future construction projects on campus.

• Tenure Clock Extension
  o The Welfare committee requested a change to the Faculty Manual to allow faculty members to request a one-year tenure clock extension from six months before to one year after the birth or placement of a child. This change to the Faculty Manual was accepted during the March Senate meeting.

• Gender and Race Disparities in faculty ranks
  o The Welfare committee generated tables showing the representation of faculty by gender and race compared to national averages. The tables show that across all regular-ranks women are underrepresented by approximately 10% compared to the national average, while we are about 2% below the national average for underrepresented racial groups. We also presented data for 2007-2014 for gender statistics that shows that the percentage of women at the various ranks has remained flat for those seven years.
New and Continuing Business: The committee would like to pursue the following items in the future:

- Continue to work towards developing family friendly policies including; paid parental leave, workload adjustments, child care facilities, nursing facilities, dual career policy.
- Develop a spousal hire/dual career policy
- Work to develop a website showcasing our family friendly policies which may help in recruiting and retaining female faculty. For example, University of Michigan (http://www.provost.umich.edu/faculty/family/index.html), University of South Carolina (http://www.sc.edu/provost/policiesfamilyfriendly.shtml), University of Texas (http://www.utexas.edu/provost/policies/family/), and University of Illinois (http://www.provost.illinois.edu/worklife/), among many others.
- Develop mentorship programs on campus for underrepresented groups. One idea is to follow the LEADER program at Wright State University. The LEADER program invited Ellen Daniell to campus to deliver a workshop of group mentoring and then groups formed and met throughout the year to provide continued support. This may be a model we would like to investigate for the future.