Faculty Senate Welfare Committee

Report: April 12, 2016

Committee: Matthew Powers (Chair); Katherine Weisensee, Julia Brumaghim, Marieke Van Puybroeck, Alan Johnson, Abdul Khan, Kathleen Meyer (del), Ashley Fisk (del), Judson Jahn (del)

Discussion: The Welfare Committee met 10 times throughout the academic year to discuss a variety of issues related to faculty welfare. This report summarizes the 2015-16 business and activities of the FS Welfare Committee.

- The development of a Modified Duties Policy. For this issue, the committee collected information regarding how parental leave policies affect Clemson faculty. The committee developed a multi-tiered proposal to present to Clemson HR and administration regarding parental leave. The policy was shaped through the combined efforts of the Welfare Committee, Office of Human Resources, and the Provost’s Office. We expect finalization and implementation of the policy in the coming academic year.

- The committee continued its support for the Child Development Center. The committee worked with other groups such as the Women’s Commission to ensure that stakeholders were apprised of the center’s development and to address obstacles preventing its advancement and eventual implementation.

- The committee, through the leadership of Katie Weisensee and Marieke Van Puybroeck, explored a mentoring model referred to as mentoring circles. These circles focus on faculty mentoring with an emphasis on underrepresented groups including women and minorities. The committee has developed the model and secured funding for its implementation. Implementation of the mentoring circles is expected in the coming academic year.

- The committee worked on developing a website for Clemson Families including prospective faculty members. The website contains links to content associated with local activities, schools, real estate, benefits, recreation, and other similar items of interest to those faculty members with families as well as those interested in learning more about what Clemson and the surrounding area has to offer. The website is still under development and a beta site is expected in Summer or Fall.

- The committee hosted a series of Faculty Forum lunches in the Winter of 2015-2016. These lunches allowed a small group of faculty members the opportunity to share their concerns with members of the Faculty Senate and Welfare Committee. Additionally, participants were provided with information about what the Faculty Senate does and encouraged to participate. Each luncheon involved a discussion as well as the distribution and collection of a survey. The results of the survey are in the final stages of analysis. The findings are expected to significantly influence future Welfare Committee business as well as that of other Senate committees.

The Welfare Committee would like to thank all of those who have helped in making 2015-16 an especially productive year and welcomes feedback from all Faculty Senators and faculty members.