

## Faculty Welfare Committee Report for Faculty Senate Meeting on September 11, 2019

Prepared by Bethany Bell, FWC Chair

Below are key points from the August 26, 2019 meeting.

1. Caroline Agardy, V.P. Human Resources, met with the committee. During the meeting she explained what happened to cause the errors and problems with the May 2019 summer paychecks. She also provided more context about the new payroll system and how some parts are working better than others. She was completely supportive and understanding of faculty frustrations and is committed to getting them resolved as soon as possible. We also discussed concerns about the pay lag – she explained the reasoning behind this decision (i.e., to prevent over payments). She heard the committees concerns and said she would try to get graduate students and faculty to be exempt from the pay lag. The discussion ended with Caroline making a commitment to seek more faculty input and involvement on HR and payroll processes, policies, and decisions moving forward. Faculty Welfare will continue to work with Caroline to establish a procedure for deliberate faculty involvement with her division.
2. The conversation with Caroline lead to a discussion about the updated Measles Policy and obtained clarification on the information that was included in the Memo that was sent to faculty and staff. The points of clarification/correction included that the MMR immunization is free if employees go to an in-network pharmacy – much like flu shots. If an employee wants to receive the MMR immunization at their doctor’s office, they will have to pay for the office visit but the immunization will be free. The information about employees who are not vaccinated being required to take personal leave, including leave without pay, in the event of an outbreak is also not entirely accurate. The Provost Office is working to get that part of the policy updated.
3. The committee also discussed the current status of the Excellence Initiative funds. As previously announced, 8 projects have been funded under the EI. Across the projects, roughly 20.6 million dollars has been allocated through FY 2023. In any given FY, this leaves a balance of approximately \$12.6 million that has not been allocated (in FY 2023 this increases to 14.3 million). Faculty welfare, in collaboration with other committees, plan to inquire about the intended use of these funds and to request that any future plans for allocating these funds include clear and transparent processes.