

Faculty/Staff Welfare Committee Meeting
9/23/25

Location: Collier Library, Rm. 247D

Time: 1:00-2:00 pm

Attendees: Dr. Tera Kirkman (proxy for Dr. Zayac), Ms. Amy Thompson, Dr. Freda Coleman-Reed, Ms. Bretta Cagle, Dr. Kathleen Richards, Ms. Catherine White, Dr. Brenna Wardell, Ms. Angela Zwissler, Ms. Michele Eubanks, Dr. Lamont Maddox

- 1) Introductory Remarks (Chair: L. Maddox)
 - a) Welcome
 - b) Two tasks to complete for the Shared Governance Executive Committee (SGEC)
 - i) Review of the implementation of *Paid Birth Recovery Leave* and *Paid Parental Leave* due by Oct. 8th
 - ii) Review of 3 policies (*Drug & Alcohol Abuse*, *Private & Government Aircraft*, and *UNA Nondiscrimination Statement*) due by Oct. 1st. Need to vote on whether the policies are still relevant or changes need to be made.
- 2) Drug & Alcohol, Aircraft, Nondiscrimination
 - a) Can we complete this task by Oct. 1 via e-business? *The members in attendance voted yes.*
 - b) Google spreadsheet to collect responses? *We agreed to create a common spreadsheet for this task.*
- 3) Paid Birth Recovery and Paid Parental Leave
 - a) Goal of the meeting: Take stock of our progress and determine next steps for completing this task by the deadline
 - b) Orientation to the relevant policies and the assignment from the SGEC (*Dr. Maddox briefly summarized the policies and reiterated some points Dr. Killen shared via email regarding what to include in the report.*)
 - c) Survey results and trends
This survey was administered to department chairs to elicit their thoughts regarding implementation of Faculty Handbook policy 3.13. Committee members received a handout with survey responses. Dr. Maddox summarized some trends and led a discussion pertaining to part d. below.
 - i) Attempt to address gaps? – *The survey does not reflect the perspective of faculty members taking leave under the policy. For example, we don't have information on how the workload adjustment plan was developed and whether the process involved any complications. Were faculty members required to teach during their leave period?*
 - ii) Additional data collection needed? *The committee agreed to collect additional data by conducting a survey of faculty that have taken leave under the new policy.*
 - d) Discussion
 - i) Recommendations for equal/fair implementation of the policy across campus? *We worked to tentatively develop some ideas for this aspect of the final report.*
 - ii) Recommendations for compensating faculty that assume increased responsibilities (teaching, service, etc.) during the period when the faculty member is on leave? *We*

discussed the following options, reflected in the responses provided by department chairs:

- Stick with the Faculty Handbook policy 4.2.4 – “When exigencies require temporary assignment to instruction on campus beyond the established normal load, supplemental payment will be made on the adjunct faculty rate”
- Pay the adjunct faculty rate, but prorate the amount to reflect the actual time spent teaching a course
- Reimburse the faculty member at a higher rate than adjunct pay
- Double overload or a course release in a future semester
- Create a clear-cut compensation schedule for the faculty covering courses. Utilize a formula that accounts for the length of time the course will be covered and the salary level of the faculty that is assuming the role of instructor for the covered period.

Several committee members favored providing a standard payment of full adjunct pay for any additional course a faculty member agreed to teach for the faculty member taking leave. This would apply for the faculty member listed as the instructor of record, regardless of the time spent in this role during the semester.

The committee also discussed an approach for compensating additional work assigned to a faculty member related to advising and other service obligations.

4) **Conclude.** Dr. Maddox closed the meeting and made plans to create the new survey.