



**FAIRMONT STATE
UNIVERSITY™**

Department of Social Sciences

1201 Locust Avenue • Fairmont, WV, 26554-2470

Phone: (304) 367-4935, Fax: (304) 367-4785

apodlaskowski@fairmontstate.edu • www.fairmontstate.edu

*Professor Charles Shields
Faculty Senate President*

Dear Professor Shields and our colleagues on the Faculty Senate,

As chair of the Faculty Welfare Committee, I submit the following report for the 2020-2021 academic year. Over the course of this academic year, the Faculty Welfare Committee focused on the following matters.

The committee identified a problem with policy adoption and implementation coming out of the work of faculty-run committees: namely, that there is no such uniform policy in place. The details of implementing any such policy have depended largely on the idiosyncrasies of whichever administrators have been in place at the time. During the 11/10/20 meeting of the Faculty Senate, Sam Spears carefully articulated the problem. A motion was passed to charge the Faculty Welfare Committee to work with the Provost and others to recommend a process for passage and implementation of policies. Preliminary work was done on this in a subcommittee, and we expect that work to continue next academic year with our new Provost.

The committee identified the lack of any professional development resources devoted to the distinctive needs of our trans student population. A pilot session was proposed as part of one of the regularly scheduled professional development periods. That session was composed and led by Mandy Sanchez. It was a smashing success, and she has been invited to offer additional sessions.

The committee made various requests of Merri Incitti to i) notify faculty well in advance of when course evaluation surveys would be open to students, and ii) to clarify the customization options available to faculty regarding those surveys. Merri has since agreed to adjust when she notifies faculty. (She has also included this on a new calendar being shared with deans and chairs next academic year, which also includes due dates for AFR and promotion and tenure.) Merri has also agreed to provide professional development sessions in the future to highlight for faculty the customization options available to them, regarding course evaluations.

The committee took necessary steps to reignite the implementation of FSU's Academic Integrity Policy. The policy originated with this committee, and the General Counsel's office proposed various edits. But the policy's implementation since stalled for reasons outside of either of our control. The committee met with interested parties (including General Counsel and the Provost), helped to identify where matters stalled, and was able to acquire the latest version of the Academic Integrity Policy. Next academic year, we plan to continue the conversation about its ultimate shape and push for its final implementation.

On a final note, the Faculty Welfare Committee feels compelled to urge Faculty Senate to look more carefully at the program review process. The way in which the Fine Arts and Performing Arts Programs were handled raised deep concerns across campus. Any such process must be conducted with full transparency and must constitute an exercise in shared governance.

If the Faculty Senate has any questions, please don't hesitate to contact us.

Sincerely,

Dr. Adam C. Podlaskowski
Associate Professor of Philosophy, Fairmont State University
Chair, Faculty Welfare Committee