

Recommendations for Further Exploration

To fulfill its charge, the Faculty Committee on Roles and Rewards provides the following list of recommendations for endorsement by Faculty Conference.

Recommendations associated with monetary rewards tied to the newly defined Faculty Roles

1. The Faculty Committee on Roles and Rewards respectfully requests that a process to facilitate periodic review of faculty salaries in the context of state, regional, and national norms be established. The committee suggests that the process should provide a mechanism for information to be shared with Faculty Conference at least every three years and each time a study is completed.
2. The Faculty Committee on Roles and Rewards respectfully requests that monetary rewards for faculty recognized with the distinction of Post-Tenure with Excellence be established and implemented.
3. The Faculty Committee on Roles and Rewards requests that exploration and consideration of a dedicated source of funds for annual merit raises (beyond those associated with promotion and Post-Tenure with Excellence) be included in University budget planning process.

Recommendation associated with Faculty Life

The following set of recommendations is not directly tied to the document on Faculty Roles; however, the suggested items are congruent with the committee's understanding its charge. To enhance the quality of faculty life at Winthrop University, the committee identified additional ways faculty and staff contributions could be recognized and daily efforts could be supported. The committee notes that many of the recommendations would require significant study and time for implementation. Further, legal issues may exist that would affect the University's ability to implement certain suggestions.

4. The Faculty Committee on Roles and Rewards recognizes of the following set of non-monetary rewards as beneficial to supporting the needs of faculty and staff:
 - a. A significant tuition reduction for all dependents of full-time faculty and staff at Winthrop University.
 - b. Additional opportunities for faculty to be awarded time and resources to devote to projects in all areas of faculty roles (*Student Intellectual Development, Scholarly Activity, and Professional Stewardship*).
 - i. Increase the number of endowed chairs, create additional awards like the Thompson Award that recognize multiple faculty roles, increase availability of sabbaticals of all types, and increase support for faculty professional development.
 - ii. Increase access to tools (i.e. personal/mobile technology) that are associated with faculty work, increase university support for assistance to grant and program directors (i.e. data analysis experts, experienced grant writers), and

continue to expand campus technology to include additional equipment and support personnel in areas such as on line course development, use of interactive tools for instruction, application of medias in the arts, and scientific research equipment.

- c. The development of additional on campus childcare facilities for birth to preschool students during the academic year and expanded services during the summer months and/or after school hours.
- d. Campus services for faculty and staff at a reduced cost, such as, printing through Printing Services, rental on facilities, and continued access to the West Center at an affordable cost. This might include adjusting West Center fees for lower income employees.

Recommendations on aspects found not to be within the committee's purview

- 5. The Faculty Committee on Roles and Rewards was asked to identify ways for ensuring appropriate adjunct faculty representation and voting rights within the university governance system. The committee determined that this issue should be explored by more appropriate faculty body and recommends Faculty Conference reassign that task.
- 6. The Faculty Committee on Roles and Rewards recommends that academic units consider the option of alternative annual report documentation and processes for tenured faculty. Such processes would require tenured faculty to annually update activity, accomplishments, and goals with full, reflective reporting required only periodically.