

Questions for Dean Hong 3/7/23

**Temporary faculty and adjuncting**

Faculty are concerned about the status of temporary faculty hired semester by semester for low pay and no benefits. In the interest of attracting and retaining qualified teachers, could you please address this situation of benefits and pay for temporary faculty.

**Institutional transparency**

Faculty would like to know more about institutional decision-making and data-gathering. Outside of events like today, what is the process for faculty to be able to see the departmental results of the COACHE surveys? Some have asked about the university-level committee for implementing the survey. Would the Dean's office be willing to appoint a faculty member nominated by the senate serve on the implementation committee for the college?

**Morale and climate**

Faculty are concerned that years of austerity management in some departments have created a negative climate in the college and low morale among faculty. Graduate programs in a few departments are collapsing and more courses designed for majors are being taught by adjuncts. Retention becomes an issue as people leave for spaces where they feel more institutionally supported, where salary compression will be less of an issue, or even where faculty have more physical space to work. What concrete steps is the college taking to ensure their current faculty feel valued and properly compensated? How are those steps being communicated to department heads?

**Retention and climate specifically for Black faculty and URM faculty**

Faculty report that climate (along many dimensions) is a serious problem in the College of Liberal Arts. In addition, the College has not retained Black women faculty in the last decade. What steps are being taken to create a climate that is welcoming to and values Black faculty, women faculty, and especially Black women faculty? Relatedly, what recourse, beyond applying for other jobs, do existing faculty have to request equity raises?