

**SENATOR RICK FLEMING-CANDIDATE FOR CHAIR
OF THE SENATE FACULTY AND STAFF WELFARE COMMITTEE**

Recently, I completed my eighth year on faculty here at Buffalo State College. During this period I was fortunate enough to be granted tenure and promoted to the level Associate Professor. While I am deeply honored to be valued and respected by my colleagues enough to receive this accolade, I was saddened by the fact several of my cohorts did not make it through the process. I often wonder if their outcome was the result of their own performances or perhaps things would have been different if there was an official office or organization available to coach them through tenure and promotion. One of the things that I would want to implement as Chair of the Faculty Welfare Committee would be mentoring of new faculty. I believe that if BSC makes the investment of time and monetary resources to conduct a successful search, then BSC should provide a support system to bring new faculty through a successful tenure process.

I firmly believe that a college's greatest resource is its faculty. Providing incentives for tenured faculty members to stay engaged, enthusiastic, and highly motivated about teaching, service and scholarship is another topic that I would propose to the Faculty Welfare Committee. I would also like to make merit pay more transparent and consistent across the campus. I believe that the college should have meaningful awards for faculty members who are doing exemplary work in and out of the classroom.

Lastly, as you contemplate which candidate for whom to cast your vote know that both Dr. Hotchkiss and I are qualified to chair the Faculty Welfare Committee; however, I bring to the position a commitment to positive change, fresh ideas, hard work, and a vision that significantly improves the working conditions of All of my esteemed colleagues. I am deeply honored for this opportunity to serve you and I ask for your vote. Thank for you your support.

Rick Fleming