

Faculty Welfare Council
Tuesday, May 24th, 2005 in 239 Tigert

Attendees:

Katovich, Mike- *Chair*
Cenzer, Doug- *Member*
Layon, Joseph- *Member*
Pauly, Rebecca- *Member*

Guests:

Dr. Bova- Chair of the Budget Council
Dr. Kem- Chair of the Senate Nominating Committee
Kyle Cavanaugh- VP HR

Meeting was called to order at 2:05 P.M.

1. Overview of the last Council meeting

- Social Security program proposal from University concerning OPS employees
- Agreed to shorten the name of council to Faculty Welfare Council
- Create a plan for Faculty Senate Chair compensation
 - Contacted various universities and presented plan to Administration. Plan was not accepted by Administration
 - Committee will re-contact universities to gather additional information about compensation and resubmit proposal to Administration
- Indirect Costs
- Administrator Evaluations
- All Colleges bylaws in place on the web- will address at Senate Steering Committee

2. Discussion topics for current meeting

- Follow up on report for compensation for senate chairs – each member should contact one of the universities on the list provided to determine what type of compensation is allowed for the compensation of faculty senate officers. We will tabulate the results and present them to the president later this summer.
- Should this Council add the Senate Nominating Committee as a related committee?
 - It was decided that the Senate Nominating Committee will report to the Faculty Welfare Council
- To enhance Faculty Governance the Council will follow up with the President's office to see if they adhere to recommendations from the Faculty Senate Nomination Committee as to appointees on presidential committees.

- Recommend to the faculty steering committee the development of a plan to have chairs of the various committees evaluate participation of members on an annual basis
- The Council will request that the Faculty Senate act on the Committee on Committees Report.
- Council will obtain data from the most recent staff survey and faculty survey and determine how we can follow-up on identified issues raised.
- Research how Administrators are reviewed i.e. what is the policy and how is it enforced?
 - Will make this a proposal for Faculty Senate agenda item

3. Kyle Cavanaugh, VP for Human Resources

- Welcomes faculty and staff input on benefit issues.
- Desire to fill the gap between faculty members and the State in terms of communication
- Stabilize benefit situation

4. Dr. Bova, Chair Budget Council

- Gave update on status of raise and explained 3.6 percent raise and 1.4 percent raise for faculty
- Talked about merit based raise plans
- Dr. Denslow from Economics worked with Dr. Bova to research merit based pay trends at the College level
- Found that all Colleges did have a merit based plan on the books will continue to evaluate faculty participation in the generation of the plans within each college.
- Found that the data was unbiased

5. It was suggested that this council look into the suggestion made several years ago by the senate that faculty mentors are assigned to each new student entering the university.