

**Welfare Council  
Minutes  
October 20, 2006  
3-5 PM  
202 Tigert**

Attendees:

Doug Cenzer  
Marc Heft  
Rebecca Pauly  
Mike Katovich  
Susan Percival  
Brian Beach  
Paula Fussell

The meeting was called to order at 3:02 PM

The September minutes were approved.

The council reviewed the Tenure and Promotion survey results and recommendations. Dr. Katovich requested to know which colleges the faculty members were in who responded to questions seven and eight regarding the application of standards to faculty who go up for tenure early.

The council reviewed the climate survey with Brian Beach. The council would like the survey to be comparable to the past surveys for benchmarking purposes. The council would also like to conduct the survey in the spring of 2007.

The council requested an introductory statement to the survey in order to tell faculty members what has changed and what accomplishments have been made as a result of the previous two surveys. Points to include: graduate health insurance, partner benefits, salary increase past 3 years, Web site revisions, capital campaign, date of the Shared Governance task force adoption, tenure and promotion policy changes.

Questions to add: Follow up for question 63. Ask junior faculty if they are mentored and ask senior faculty if they are mentoring.

Follow up to question 8. University provides resources

Follow up to question 44: balancing work/family responsibilities.

Follow up to question 25: Faculty members have appropriate input to financial matters

Follow up to question 75: Why are you considering leaving

The council also requested that the answers be compared to our peer institution's answers for the same questions.

The response rate for the past survey was 45 percent.

The council also discussed the Dispute Resolutions Officer. The committee feels that the dual reporting structure to the welfare council and the academic freedom, tenure, professional relations and standards committee as well as the administration is important. The council also discussed the time commitment for this position.

The AFTPRSC will present a resolution to the Senate after speaking to Dr. Machen and Kyle Cavanaugh.

The council discussed the STEP program and stated that if faculty have earlier notice of the program then more could take advantage of the program.

The meeting was adjourned at 4:16 PM