

Welfare Council  
October 15, 2009  
Minutes

Attendees:	Shawn Kneipp
Jack Mecholsky	Kathy Light
Mike Katovich	Heather McAuslane
Tony Offerle	Angel Kwolek Folland
Mary Ann Ferguson	Paula Fussell

The meeting was called to order at 8:45 AM

The council discussed student evaluations of faculty. The council would like to obtain a sampling of data from around the University to compare course grades and whether the course was required with the evaluation scores. The council will work to develop a specific list of questions to send to Institutional Research for data gathering.

The council discussed that the real issues is how the data is used in tenure and promotion packets and that faculty can include peer evaluations and a teaching statement to complement the teaching evaluations cores. The council would like to look into the possibility for creating a meaningful evaluation and will look into the steps to change the process.

Amelia Bell will determine which two ACFS schools are currently changing their evaluations so the council can discuss the issue with them to see what they are changing.

The council will consider reviewing how colleges weigh student evaluations and make suggestions for tenure and promotion best practices including assessing student evaluations. One practice the council may recommend is to look at data by course over several years for comparison rather than look at scores college wide. The council discussed whether to recommend that chairs encourage faculty members with lower teaching evaluations to attend enhancement programs such as the forum for good teaching habits.

Kathy Light, Shawn Kneipp and Mary Ann Ferguson will work together to develop a preliminary proposal.

The council discussed tenure and promotion implications for two units that merge. The council would like to develop a proposal from the council to serve as an official statement. One suggestion from the council was that local faculty councils should address this issue at the unit level and ensure that faculty councils are active and that all colleges have a mentoring process.

Tony Offerle will review current regulations and the bargaining agreement for ideas and draft a statement.

The council discussed sick leave payout and expressed a strong desire for people within 5-6 years of retirement to not be changed. The council discussed recommending a lower cap with a tiered approach and recommended that the payout change be made for everyone, including staff.

Angel Kwolek Folland provided an update on the tenure and promotion recommendations the council made in spring 2009.

The council will discuss the constitution committee's proposed layoff unit language at a conference call on October 29<sup>th</sup> at 8:45 AM.

The meeting adjourned at 10:30 AM