Faculty Welfare Committee  
Thursday, December 3, 10:00-10:40am  
Library Room 224  

Present: Lesley Clack, Nedra Cossa, Sarah Gray, Pang-Chieh Hsu, Lauren McMillan (co-chair), Sarah Zingales (co-chair)  

1. Per charge #2, committee members collected data from peer institutions to identify their procedures relating to post-tenure review raises with the goal of drafting a related bill. Results were discussed.  
   a. It was decided to follow USG peer institutions, specifically Georgia Southern, in drafting a bill to propose post-tenure review raises: *Georgia Southern awards $1500 for exceeding expectations and $1000 for meeting expectations. This increase is added to the faculty's permanent salary base after merit raises and then is included in the base salary for future merit increases.*  
   b. The committee will work on this in Spring 2016  
2. The committee’s other charges were discussed:  
   a. Fall 2015:  
      i. Town Hall meeting was sponsored by the committee in support of charge #1, which will be further addressed once the Faculty Salary Study Committee has completed its salary study, to include part-time faculty.  
      ii. Due to the fact that the lecturer position is fairly new to Armstrong, Institutional Research will be asked to collect this data on the percentage of lecturer positions (charge #3) to be include it in the Fact Book henceforth.  
      iii. Charges 4-6 will be addressed in Spring 2016.  
3. Meeting adjourned at 10:40.  

Submitted by Lauren McMillan