

**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