

Faculty Welfare Committee

Minutes of Meeting on Wednesday August 7 2013, 2pm to 3pm in Gamble 118

Present: Emily Grundstad-Hall, Richard Wallace, Mirari Elcoro, Brenda Logan, Linda Tuck, Gracia Roldan, Caroline Hopkinson, Jane Blackwell.

1. Beth Howells, VP of the Faculty Senate, stopped in to review the several charges given to the committee by the Senate (attachment to minutes). The charges arose from concerns raised by faculty, Beth reviewed each charge and answered questions for the group and left us to it.
2. Gracia Roldan, a committee member for 2 years previously, reported on the previous activities and processes of the Committee and the group discussed most of the charges in a general way.
3. The Committee agreed that this year Mirari Elcoro will chair the committee and Caroline Hopkinson will be secretary.
4. We discussed four of the charges (faculty workload statement, Plus One benefits, APAR revisions, and salary issues) in more depth and narrowed our focus to Plus one benefits and salary issues.
5. We also discussed evaluation of faculty, both Eface and the idea of using peer review as an evaluation of teaching. The group decided the Eface issues had been addressed by this Committee and the peer review of teaching was being implemented in the Colleges.
6. So, by consensus, our next steps are to gather data on the Plus One benefits issue and the salary issue with an aim to create a bill or resolution on these topics. Mirari Elcoro will gather some information sources on Plus One benefits, including what is happening at UGA and Georgia State. Jane Blackwell, as the Committee's Senate liaison, will ask the Senate for any data or information available on faculty salaries. Committee members may want to informally gather colleagues' views and experiences with these issues.
7. The plan is to share data gathered with Committee and meet in one month to discuss what we've learned and decide on next steps in course of action. Mirari Elcoro will send a Doodle poll to establish a day time and if any committee members are not able to make the meeting she will follow up with them.

Attachment: Faculty Welfare Charges, members and bylaws received 8/7/2013

Faculty Welfare -Gamble 118

Faculty Welfare

Charges for 2013-2014:

1. Elect a chair.
2. Review bylaws and consider revisions or any potential combinations with other committees to streamline Senate Committee structure.
3. Brainstorm on potential charges for the 2013-2014 year.
4. Develop a bill/resolution or recommendation for faculty workload statement
5. Develop a bill/resolution for plus one benefits—see UGA or GA Tech models.
6. Develop a bill/resolution for APARs or APAR revisions.

7. Consider strategies for arguing for raises or incentives in the absence of salary increases. Is an examination of administrative salaries or bloat in order?
8. In her Budget presentation, Dr. Bleicken discussed “retention of high-performing faculty” as a priority? How will that be operationalized?

The committee shall be composed of nine faculty members, with two from the College of Liberal Arts, two from the College of Science and Technology, two from the College of Education, two from the College of Health Professions, and one from the Library. At least one member must hold graduate faculty status.

<u>FACULTY</u>	<u>Yrs served (including 13-14)</u>	<u>College</u>	<u>DEPT</u>
Grundstad-Hall, Emily	1	CLA	AMT
Wallace, Richard	1	CST	CHEM
Elcoro, Mirari	1	CST	PSYC
Logan, Brenda	1	COE	AAED
Whitford, Ellen	3	COE	AAED
Tuck, Linda	1	CHP	NURS
Roldan, Gracia	1	CLA	LLP
Hopkinson, Caroline	1	--	LIBR
Blackwell, Jane	1	CHP	NURS (Senate liaison)

Mission

The Faculty Welfare Committee will protect the welfare of the faculty and promote a sense of faculty community.

Duties

The committee shall consider issues and proposals related to faculty welfare including all matters relevant to faculty conditions of employment. The committee shall be involved in issues of policy and shall not consider individual cases. The committee shall make recommendations to the Senate for either information purposes or for action. The committee will make recommendations to the Senate concerning faculty evaluation policies and procedures after

receiving reports from its Evaluation Subcommittee. The committee may promote various intellectual, educational and social activities that foster a sense of the faculty community.

Meetings

The committee shall meet three times per academic year or more as needed. The committee will determine meeting dates and times to be posted on the senate website.

Reports

Upon approval, the minutes of each Faculty Welfare Committee meeting will be submitted to the Secretary of the Faculty Senate. Furthermore, an annual summary report shall be submitted at the end of each academic year by the chair of the committee.

Membership

The committee shall be composed of nine faculty members, with two from the College of Liberal Arts, two from the College of Science and Technology, two from the College of Education, two from the College of Health Professions, and one from the Library. At least one member must hold graduate faculty status.

Approved December 2008

Submitted by Caroline Hopkinson, 8/8/2013.