

Faculty Welfare Committee Friday, January 24, 2014, noon to 1pm, Science Center Room 207

Present: Mirari Elcoro (Chair), Brenda Logan, Linda Tuck and Caroline Hopkinson (Secr). Absent: Emily Grundstad-Hall, Richard Wallace, Gracia Roldan and Jane Blackwell.

1. Mirari reviewed current status and plans for the Domestic Partners Bill which was passed by the Senate but not signed by the President. Mirari reported President Bleicken's reasons for not signing the Bill: she needed the approval of the Armstrong Foundation and the costs need to be determined. We discussed UGA's foundation's decision and found reason to hope Armstrong would prove to be the leader in this issue.

Going forward, Mirari plans to:

- Meet with Human Resources, Rebecca Carroll is very supportive of the Bill and can help work out costs and is willing to join committee chair's meeting with the President on this issue.
- Develop a survey of faculty; not just about what they think of the issue, but how this benefit would impact them, whether they would take advantage of it if offered. The survey would also serve to inform faculty about the possibility of domestic partner benefits.
- Mirari (and any from committee who can) will meet with Rick Mathews from Office of Advancement on Wed 1/29 at 3:30 in Science Center Room 207.
- Reach out to Gay Straight Alliance on campus, and Office of Multicultural Affairs for their input.
- Arrange to meet with the President, to present information gathered and discuss the issue before further senate action.
- Meet with Senate President about the Bill, further action.

2. Caroline presented her "homework" to update the data used in the 2011 Senate resolution concerning part time faculty. Phyllis Fulton of Academic Affairs easily produced the information we needed (and more!) about Armstrong salaries. We found that part time faculty salaries have not changed since the 2011 bill. The bill also quotes part time salaries at Georgia Southern for comparison; we could probably contact someone at Georgia Southern for that information.

But the purpose of the resolution is to form an ad hoc committee to do just that, compare part time salaries at Armstrong with other, local institutions to determine if Armstrong is competitive/fair. Also, address other issues/questions raised in the resolution: Are experience part time faculty compensated fairly? Are part time faculty who teach larger classes? If not, how these issues could best be addressed. Recently other issues have been raised recently by part time faculty that an ad hoc committee could gather information and address.

So, assuming no such ad hoc committee was formed after this resolution in 2011, the group concluded that the next step is to reintroduce the resolution as bill. Caroline agreed to draft a rewrite of the resolution by next meeting.

3. Mirari reported on the Hardship Fund and the committee convened to make decisions about disbursement of the fund. A member of the Faculty Welfare committee will represent the faculty on this

Hardship Fund committee. The Armstrong Foundation and Human Resources operate the fund, which is funded by donations.

The meeting ended at 1pm. Chair will communicate via e-mail about further developments.

The next meeting is tentatively scheduled for Friday February 29th at noon in Science Center 207.

Respectfully submitted,

Caroline Hopkinson, Secretary