

Faculty Welfare Committee Friday 2/28/2014, noon to 1pm Science Center

Present: Mirari Elcoro (Chair), Jane Blackwell, Linda Tuck and Caroline Hopkinson.

Emily Grundstad-Hall, Brenda Logan , and Richard Wallace sent regrets of conflicts.

Gracia Roldan is on maternity leave.

1. Elcoro distributed minutes of the January 24, 2014 meeting for review. It was decided that the Hardship fund could be a model for the Domestic Partner's fund. The minutes had already been approved via e-mail and sent to the Senate. One missed correction: the date of next meeting should have been 2/28/2014. All minutes of the Committee are now posted on the Faculty Senate website: http://www.armstrong.edu/Departments/faculty_senate/senate_minutes

2. Elcoro updated the committee on her work addressing the feedback received on the domestic partners benefits bill. All her work is outlined in Supporting Materials for Domestic Partners Benefits, done for the meeting on 2/27/2014. The highlights are as follows:

Elcoro met with representatives from Office of Advancement. Bill Kelso and Rick Matthews confirmed that the actions of the domestic partner's bill are consistent with the mission of the Armstrong Foundation. This was good news. We still must ask Rick Mathews to review the bill. Matthews is having the bill reviewed to make sure the language meets legal requirements of the Advancement office, and how much funding would be required .

To get information on funding needed, Elcoro has a draft of a survey to be e-mailed (using survey monkey and from Human Resources) to all Armstrong employees. The survey will both inform us about domestic partnership benefits and get feedback on demand for domestic partner benefits at Armstrong.

Drafts of the survey were sent via e-mail to all Faculty Welfare committee members, Human Resources , the Advancement Office (Rick Matthews), John Kraft (Office of the Provost), Amy Heaston of the President's office, and the Student Government Association for review and feedback.

The committee discussed the survey and the importance of a good response rate. The committee approved reordering the questions, list first the two questions that apply on whether or not the employee has a domestic partner. The last two questions would apply only to those employees who currently had a domestic partner. We might also put keywords on salary/compensation in the subject line and mention that this survey is part of an innovative approach to seeking pay equity for Armstrong's faculty and staff.

The committee discussed a timeline for release of the survey and how that would fit with announcements in the Faculty Senate and Staff council. We need to send out the survey as soon as possible, with a view to getting a revised domestic partner's benefit bill to Faculty Senate before the end of the academic year.

2. Hopkinson presented a draft of the *Faculty Senate Bill to create a taskforce on Part Time Faculty Compensation*. A slightly revised version based on input from the committee's discussion, is attached. Please review this draft and provide edits, questions, and any other feedback via e-mail. Based on Committee's discussion/recommendation Caroline Hopkinson submitted the draft attached to the Provost's office via John Kraft to get their feedback.

3. Elcoro let us know that APAR's are changing and this may mean a potential charge from the Provost's Office and Faculty Senate. Stay tuned!

4. The meeting concluded shortly after 1p.m. Elcoro will be in touch about our next meeting.

Submitted by

Caroline Hopkinson, 2/28/2104