

Faculty Welfare Meeting 3/11/11

Present: Anne L, John K, Sheryl S, Mark F, Dan N, Nick S, John L, Terry D

1. Dan Moore and Annette Holba representing the Advisory Group on Tenure spoke about the history of the group and where they hope to end up. Part of the purpose of the group is to bring transparency and consistency to the process of deciding tenure amongst all departments at the university. Another piece is to help bring clarity in terms of expectations of an assistant, associate and full professor at the university. A discussion ensued with members of the committee giving advice. It was made clear by Dan that there will not be a point system for deciding tenure. By the end of the discussion it was clear that each piece of evaluation in the tenure puzzle (teaching, service, scholarship) play an integral role in informing and educating the other. Dan expects to have a report before our committee on their findings by our April meeting. It will then be brought before the council of chairs, and then the full faculty.
2. The minutes for the February 11th and February 18th meetings of Faculty Welfare were unanimously approved.
3. Anne brought before the committee the issue of approving a second member of Faculty Welfare to serve as a SPPC representative along with Terry Downs. Dan was unanimously approved and agreed to take on that role. Dan will only serve until June. It was made clear that we will have to make a bylaws change that will have to go before the full faculty to have 2 full time representatives instead of one. A discussion ensued on whether or not the person who is the second representative has to be a member of Faculty Welfare or just appointed by Faculty Welfare.
4. Salaries and compensation. Terry attended the university wide town hall meeting on benefits held earlier in the day along with Anne and Mark. Terry felt it was a good faith effort to help the masses understand what is going on. He made it clear that he believes the retirement package cut is a done deal. It's just the amount that is still in question. A discussion ensued on the strengths and weaknesses of the various plans. It became clear from the discussion that depending on the amount of money you make and the stage of life you are at, what you may desire will be very different. A discussion also ensued over what is the best way to gather information from the faculty on what health care option works best for them? Anne and Sheryl will attempt to speak to experts at the university who may help explain the differences in the 5 plans. Terry will write an e-mail to faculty imploring all to read the plans and give us feedback (either through the blog or personal e-mail).
5. Meeting adjourned. We will meet again on April 1st at 3pm for a special meeting with the President and Provost.