

***Minutes of the Faculty Concerns Committee Meeting on  
March 31, 2009***

The Faculty Concerns Committee held its monthly meeting for March on March 31, 2009, in Plaster Student Union, Room 315. Jef Cornelius-White, chair, opened the meeting at 3:30 p.m and minutes were kept by Joan Test, secretary. Refreshments were served.

**In Attendance:** Ruth Barnes, Patricia Cahoj, Jef Cornelius-White, Elizabeth Dudash, Keith Ernce, David Hays, Caroline Helton, Reza Herati, Rajinder Jutla, Kyoungtae Kim, Judith Martin, Ronald Netsell, Gabriel Ondetti, James Philpot, Emmett Redd, Micheal Roling, Allen Schaefer, Sharmistha Self, Yili Shi, Tracy Stout, John Strong, Joan Test, Yang Wang, Johnny Washington, Brooke Whisenhunt, Cameron Wickham.

**Absences:**

Larry Burt (History), Connie Claybough (Greenwood), Daniel Crafts (HRA), Michael Craig (Biomedical Sciences), Thomas Dickson (Media, Journalism and Film), Thomas Kachel (Fashion and Interior Design), Frank Kauffman (Social Work), Melody Lapreze (Management), William Meadows (Sociology, Anthropology and Criminology), Duane Moses (Computer Information Systems), Stevan Olson (Accountancy), Rathel Smith (Industrial Management), Duat Vu (Art and Design), Randall Wallace (Reading, Foundations, & Technology), Margaret Weaver (Faculty Senate Chair Elect).

***Approval of Minutes***

Minutes of the previous FCC meeting (February 24, 2009) were approved. Motion to accept made and seconded, motion carried.

***Completion of our charges from the Faculty Senate and reflection on the year's work***

All three subcommittee reports went well when presented to the Faculty Senate and were well received.

**Question:** Has anyone seen any effort in their department to address faculty workload policies?

**Responses:** Economics, political science, and the modern and classical languages departments have discussed these as well as in their dean's advisory councils. In the theater and dance department area coordinators are keeping track of how these are addressed as they are already in place. The representative from the music department brought it to the attention of his department, but there was no interest or attention given to the workload policy.

**Chair's response:** We should follow up with the Faculty Senate executive committee to get their assessment of what has happened after these policies were put forward.

***Request to bring nominations for next year's FCC chair and secretary to the April meeting***

Main task of the April meeting is to elect officers, and have new members come. Please talk with Jef with ideas on who to nominate.

***New business***

A discussion of whether the FCC could suggest possible formulations of how decisions on how this year's compensation ratings could be carried forward to a time when there is money to fund compensation increases. This discussion included:

Should we have a merit rating process if we aren't getting raises?

Could there be an abbreviated form?

Some departments are doing two reports; it is important to know that this is not necessary and not all departments do two separate reviews (one for compensation and one for annual review). It would be important to get information out on what different departments are doing for the annual review.

Given that each dept has a process, once the university does have money, how will work from the previous years be incorporated? There should be a system in place that would recognize meritorious effort over that time period.

Which group should address this? The compensation committee, an ad hoc committee from a faculty senate suggestion, or are there other possibilities?

Faculty need to be involved in the discussion. Who is involved in that discussion?

With cost centers, there should be a discussion at the college level of faculty advisory committees, perhaps.

**A motion** was brought forward, seconded, and approved:

**We recommend that the Faculty Senate develop formulations on how merit ratings are carried forward to the time when there is funding for merit pay.**

***Discussion of email from Tom Wyrick to FCC members***

Tom proposed that someone in FCC write a statement of 100-200 words and that this be posted on the Faculty Senate website along with his table and response to the Faculty Concerns Survey. However, the FCC does not have the power to do that. The Faculty Senate does.

***What happened to the FCC survey report?***

The subcommittee made a few changes, and made some resolutions. However, the Faculty Senate executive committee was planning to do all of those items, so resolutions were not needed. The FCC chair presented the FCC survey report to the faculty senate and within hours the report was posted on the Faculty Senate website, under Committee Reports/FCC.

***Meeting adjourned*** at 4:10 p.m.

***Next meeting*** will be held on **Tuesday, April 28, 2009**, at 3:30 p.m. in PSU 315.