

**Minutes of the Faculty Concerns Committee
January 26, 2010**

The Faculty Concerns Committee held its monthly meeting for January on January 26, 2010, in Plaster Student Union, Room 315. Judith Martin, chair, opened the meeting at 3:30 p.m. Minutes were kept by Ruth Barnes, secretary. Refreshments were served.

In attendance: Ruth Barnes (TD), Patricia Cahoj (PT), Jef Cornelius-White (CLSE), Thomas Dickson (MJF), Elizabeth Dudash (COM), Vicki Dunlop (Laboratory School), Keith Ernce (HPER), David Hays (MUS), Reza Herati (CHM), Michael Hudson (SMAT), Rajinda Jutla (GGP), Tom Kane (PSY), Kim Kyoungtae (BIO), Judith Martin (MCL), Gabriel Ondetti (PLS), James Philpot (FGB), Sharmistha Self (ECO), Yili Shi (ENG), Tracy Stout (LIB), Joan Test (CEFS), Randall Wallace (RFT), Cameron Wickham (MTH), Rebecca Woodard (Senate Chair-elect)

Absences: Brooks Blevins, Roberto Canales (CHHS), Daniel Crafts (HRA), Michael Craig (BMS), John Harms (SOC), Caroline Helton (Nursing), Thomas Kachel (FID), Melody Lapreze (MGT), Duane Moses (CIS), Stevan Olson (ACT), Emmett Redd (PAMS), Michael Roling (AGR), Allen Schaefer (MKT), Rathel Smith (COBA), Elizabeth Sobel (Sociology, Anthropology & Criminology), John Strong (attending conference), Duat Vu (AD), Yang Wang (CS), Ye Wang (CSD), Johnny Washington (PHI)

Departments without representative: Computer Science, Defense & Strategical Studies, Military Science, Social Work

Approval of minutes: November 2009 minutes approved as corrected.

GEP 101 Compensation; guest Mike Wood, Director, First-Year Programs

• **Overview:**

- IDS 110 is transitioning out. It is time to create a new course in line with a 2/3 credit first-year seminar. The university has a year and a half to establish the course. Mike Wood distributed the GEP handout of pamphlet with goals. The course includes Public Affairs content (40-50%). It provides more flexibility for faculty: COAL and CNAS are experimenting with more college-specific focus. It is designed to enhance retention and student success, and approved to start in 2010. Compensation is based on previous 1-credit course rate (\$1000/credit hour). Currently, fully staffed with faculty and staff.
- Comparisons from last year: more sections, more faculty – therefore, questions about compensation
- Best practice is to have a mixture of faculty and staff teach first-year seminar course.

• **Question & Answer period:**

- What did first-year programs committee recommend for compensation? This is an ongoing conversation in committee, with \$2500 as maximum for 2-credit course. There is a philosophical issue of flat v. differential stipend. Differential is seen as less desirable.
- When did the current rate start? Probably from the beginning (1995). It was increased to \$1500 with 2 contact hours (one credit hour), for a brief period.
- What is compensation at Benchmark Institutions? Varies greatly. At some, is part of the job, with no extra compensation. Some pay much more. There are many versions of what the course is.
- Do full professors want to teach this course? Yes – compensation is not a consideration or motivation.
- How are GAs classified? GAs pursuing MAs are considered staff.
- Is it part of the teaching load, or is it overload?
- Is there any provision for increasing stipend? Depends on the budget/economy.
- What is average salary of staff? Varies greatly.
- From faculty perspective, the lower compensation implies that if you care about students you will teach for less money; therefore if you don't volunteer to teach you don't care about students.
- Honors College is changing to the same system, with the same compensation.

- What is objective, in terms of how many faculty, as opposed to staff, will teach this course? A mixture is good. Looking for faculty to inject expertise into the course, with Public Affairs theme. This course is not an introduction to a particular major, nor is it a recruiting tool.

Mike Wood thanked for coming.

Discussion:

- Faculty have a choice: they can volunteer, with the Department Head's approval. It is more difficult to make argument that compensation is inadequate if faculty volunteer. The current compensation figure was set 15 years ago. The committee wanted best and most energetic faculty to teach this course, not a mixture.
- Judith Martin asks for sense of the committee: rewrite recommendation? Reads resolution. Discussion. Insert "to determine a policy that is consistent with the university workload policy."
- Elizabeth Dudash: Friendly amendment to eliminate third "whereas." Hays seconds.
- Senate objected to last resolution because staff was not included. FCC considered best group to address this issue.
- Elizabeth Dudash motion to table; second by James Philpot; motion passes.

Update on assessment subcommittee: Tom Kane

New Business

- **New resolution** from Jef Cornelius-White: Senate Resolution on Faculty Representation on the Presidential Search Committee. We have less faculty representatives than benchmark institutions. Also, the faculty's understanding of what would happen was not what did happen.
 - Issues: 1) The number of faculty, and how the faculty was selected. 2) There is an historical precedent for changing committee.
 - Changes in language: Add "at least" to last paragraph. Fifth whereas: change "amount" to "number"
 - Elizabeth Dudash move to vote; Tom Kane seconds. Passes unanimously.

Old Business

No old business.

Motion to adjourn by Keith Ernce; seconded by Patricia Cahoj. **Adjournment at 16H45**

Next Faculty Concerns Committee meeting: February 23, 2010