

**Minutes of the Faculty Concerns Committee
Tuesday October 27, 2009**

The Faculty Concerns Committee held its monthly meeting for October on October 27, 2009, in Plaster Student Union, Room 315. Judith Martin, chair, opened the meeting at 3:30 p.m. Minutes were kept for the first half hour by Joan Test, and then by Ruth Barnes, secretary. Refreshments were served.

In attendance: Ruth Barnes, Brooks Blevins, Patricia Cahoj (Beth Williamson, sub), Jef Cornelius-White, Michael Craig, Elizabeth Dudash, Keith Ernce, David Hays, Caroline Helton, Reza Sedaghat Herati, Michael Hudson, Rajinder Jutla, Tom Kane, Kyoungtae Kim, Judith Martin, Gabriel Ondetti, Emmett Redd, Michael Roling, Sharmistha Self (Christina Robinson, sub), Allen Schaefer, Tracy Stout, John Strong, Joan Test, Randall Wallace, Yang Wang, Ye Wang, Cameron Wickham, Rebecca Woodard

Absences: Roberto Canales (PA), Daniel Crafts (HRA), Thomas Dickson (MJF), Vicki Dunlop (Laboratory School), John Harms (Sociology, Anthropology & Criminology), Thomas Kachel (FID), Melody Lapreze (Management), Duane Moses (CIS), Stevan Olson (ACC), James Philpot (FGB), Yili Shi, Rathel Smith (IDM), Elizabeth Sobel (Sociology, Anthropology & Criminology), Duat Vu (AD), Johnny Washington (PHI)

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

Approval of minutes

April minutes approved

September minutes, with corrections by Judith Martin, approved

Assessments

Update from Subcommittee Chair, Tom Kane: Senate and President constructed the committee to streamline and consolidate the assessment process. Assessments will now be used for professional development of leadership. "Academic leader assessment manual" outlines how assessment will be used. After an assessment report is produced in each department and distributed and discussed in department—discuss how to address issues.

Discussion and approval of president/provost survey questions (Will be available on Inquisit for a week or two):

- New question added: "overall does a good job." Discussion about adding a new question on budget issues: should we do this as a qualitative question?—approved.
 - Overall, I agree with how the president is handling the current budget situation.
 - Overall, I agree with how the provost's office is handling the current budget situation.
 - --approved
- Suggestion that above goes with question number 5.
- Possibly add a third question: Or, the financial resources of the university.
- Question # 5: add an "a" somewhere.—approved.

Subcommittee on First Year Programs

- Explanation of charge
- First year = freshmen and transfers
- Selection of one member from each college:
 - Tracy Stout – Libraries
 - Mike Hudson CHHS
 - Johnny Washington – CHPA
 - Randy Wallace - COE
 - Judith Martin – COAL
 - Dick Smith – COBA
 - Need a representative from CNAS

Compensation

- Update, Rebecca Woodard
 - Poll on faculty senate website. 402 faculty have responded: 122 for option A (continue current system); 280 for option B (temporarily suspend). Rebecca does not know what impact the survey will have. Dr. Spisak's proposal is still considered as the policy.
- CHPA departments were asked about 3 options: the compensation committee's; ranking for when money available; suspend in lean years.
- Tom Kane: The contributions for both administrators and faculty are being considered. The issue is how to uncouple the notion of compensation from performance (which is looked at for other things than compensation). The main issue for Compensation Committee is, what is best organizational practice?
- The survey will be on the web through Friday, October 30th.

- Discussion of compensation proposal, Emmett Redd and Jeffrey Cornelius-White
 - Compensation proposal assumes that lean year merit would be compensated sometime in future: discharging merit obligations as equitably as possible. Averaging several years; if lean years continue, the average goes down. It will not grow beyond means. Four principles: multi-year; treating years fairly principle; retiree principle (could be waived if early retirement); macro-micro principle. Could be an alternative for the Compensation Committee, if the faculty survey indicates interest.
 - Question: Is it legal to adjust faculty salaries after retirement? Answer: This would be a one-time, lump sum payment.
 - Motion by Keith Ernce to add an amendment: In accepting an early retirement incentive, the retiree forfeits payments under the retiree principle. Considered a friendly amendment by Jef Cornelius-White and Emmett Redd. Amendment included.
 - Discussion of retirees/options.
 - Voting on separate principles: multi-year, treating years similarly and micro-macro; retirement
 - Tom Kane: motion to vote on friendly amendment retirement. Retiree principle passes.
 - Tom Kane: motion to vote on rest of document. Second by Elizabeth Dudash. Motion passes on voice vote.

- Proposed action on GEP compensation, Tom Kane.
 - 2.5% of \$55,000 (@ \$2700), so that everyone is paid the same. Provost suggested \$2000 for the course, which is 2 credit hours.
 - How well-compensated this is depends on whether the instructor is staff or faculty. For the staff, \$2000 is well-compensated, but not for the faculty. The committee wants faculty, not staff, to teach this course. The course would be overload for faculty, and approved by department head. Question: Would it be overload for staff? Could be paid either as salary or from some other fund.
 - Judith Martin calls the question. Jef Cornelius-White moves to send this to the Senate, so that the Senate will ask the Provost to form a committee with Senate representation. Second by Emmett Redd. Motion passes.

Old Business – no old business

New Business – no new business

Subcommittee on First-Year Programs meeting

Adjournment at 4:45 pm.

Next meeting: November 24th – starting at 4:00, to allow attendance at President Nietzel's Town Hall Meeting (3:00 to 4:00, PSU Theater)