

***Minutes of the Faculty Concerns Committee Meeting on  
April 28, 2009***

The Faculty Concerns Committee held its monthly meeting for April on April 28, 2009, in Plaster Student Union, Room 315. Margaret Weaver, Faculty Senate President, opened the meeting at 3:30 p.m. and minutes were kept by Joan Test, secretary. Judith Martin, new FCC chair, led the remainder of the meeting after being elected. Refreshments were served.

**In Attendance:** Ruth Barnes, Brooks Blevins, Patricia Cahoj, Roberto Canales, Connie Claybough, Jef Cornelius-White, Daniel Crafts, Michael Craig, Elizabeth Dudash, Vicki Dunlop, Keith Ernce, David Hays, Caroline Helton, Reza Herati, Mike Hudson, Kyoungtae Kim, Judith Martin, Emmett Redd, Micheal Roling, Allen Schaefer, Sharmistha Self, Yili Shi, Tracy Stout, John Strong, Joan Test, Randall Wallace, Yang Wang, Ye Wang, Johnny Washington, Rebecca Woodard.

**Absences:**

Thomas Dickson (Media, Journalism and Film), Rajinder Jutla (Geography, Geology & Planning), Thomas Kachel (Fashion and Interior Design), Melody Lapreze (Management), Duane Moses (Computer Information Systems), Mary Newman (Psychology), Stevan Olson (Accountancy), Gabriel Ondetti (Political Science), James Philpot (Finance & General Business), Rathel Smith (Industrial Management), Elizabeth Sobel (Sociology, Anthropology & Criminology), Duat Vu (Art and Design), Cameron Wickham (Mathematics).

***Approval of Minutes***

Minutes of the previous FCC meeting (March 31, 2009) were approved. Motion to accept made and seconded, motion carried.

***Welcome & Introductions***

Margaret Weaver, Faculty Senate President, welcomed the new committee members. She acknowledged all returning members and thanked them for their work this past year on the three sub-committees. The 29 members in attendance introduced themselves.

***Election of next year's officers***

Margaret Weaver opened the floor for nominations for FCC chair. Judith Martin was nominated and with no additional nominations, Margaret moved to accept the nomination by acclamation of the membership, motion passed.

Nominations for secretary were open to the floor. Ruth Barnes volunteered from the membership, and with no additional nominations, Margaret moved to accept by acclamation of the membership, motion passed.

Margaret and Judith acknowledged special thanks to Jef Cornelius-White and Joan Test for their service to the membership as chair and secretary for the previous year.

Judith Martin took over the remainder of the meeting.

## **Old Business**

### **Motion (made at the March meeting) on use of merit ratings forwarded to the Faculty Senate by the FCC**

**Motion approved at the March meeting:** *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.*

Margaret Weaver (Faculty Senate President) asked for clarification on what the FCC intended with the motion and what they would like to see happen. FCC members clarified that they wanted to be proactive, not wait and have something happen by default, and make sure something was decided about how merit ratings would be used.

Margaret responded: The compensation committee is working on this. They were considering several different options, such as, (1) the faculty member takes their best year, or (2) that an average merit scores is computed somehow. The compensation committee felt both were equally viable. They voted to bring the options forward to the faculty to vote on which they would prefer. Chris Craig (Associate Provost) went to President Nietzel. The President and the Board of Governors felt they could not support something that did not involve averaging. This information went back to the compensation committee, and no decision has yet been made on which options would go out to faculty or even if options would go out to faculty. The compensation committee is looking at if and where there will be some weighting.

**Question:** Will faculty need to do documentation for compensation if there is no money?

**Answer:** Yes, a merit system will go on, whether or not there is money for merit raises.

The dilemma is that the “best practices” document considered every alternative except what would happen if there is no money for merit, so that is why the compensation committee is at a standstill and trying to figure out what to do.

To do the voting, the compensation committee was going to set up a polling system on the Faculty Senate web site. The polling is to get faculty views, rather than approval. The committee would like input from faculty.

**Question:** What if a faculty member resigns or retires—would they be eligible for some of this averaging of merit in retrospect?

**Answer:** No one has thought of or dealt with this issue yet. It is a very good question. Margaret will bring this issue forward to the compensation committee.

**Idea Proposed:** Emmet Redd brought up the suggestion of obtaining historical data to inform the creation of a formula for merit. Information that would be valuable to consider is: What has been the average percentage pool for merit/raises? We could then normalize the formula to the historical average. Is that data—a 7 year average perhaps-- easily found?

**Response:** Margaret reported that the compensation committee does not have that information. She will check with people who are collecting data for the compensation committee to try to find that information.

Another issue being considered is the issue of equity. Many want a definition of what equity is. Equity will include how many years someone has been in a particular rank, and a formula to calculate that in terms of merit will be used. The formula is complicated; it calculates number of years in rank and cross lists that with the CUPA for a faculty member's area. This is a new matrix beyond what has been in place already.

**Summary by Judith Martin & Emmett Redd:** FCC would like there to be an open process, so faculty know what is happening. FCC's main concern is that merit ratings be carried forward in some way and that we want to be proactive in this.

**Response:** We do know that none of the years will be thrown out. This year will be used in some way, but how averages will work and how much flexibility faculty will have to decide on those is not known yet.

Emmet Redd will type up a formula he is thinking about, and forward this to Margaret and Judith.

**Question:** Will faculty be having more input into the process (suggested by faculty polling)?

**Answer:** If the FCC has recommendations or ideas those should certainly be forwarded to the compensation committee; they definitely want faculty input.

**We will put this on the FCC agenda for next year.** We would like to have a report in the fall from Rebecca Woodard (Faculty Senate Chair Elect) on what is happening on these issues of merit ratings and how they will be used in the future.

**Meeting adjourned** at 4:05 pm.

**Next meeting** will be held on **Tuesday, September 22, 2009**, at 3:30 p.m. in PSU 315.

**FCC meeting dates for 2009-2010:** Sept. 22, Oct. 27, Nov. 24, Jan. 26, Feb. 23, Mar. 30 (in PSU 308), and April 27.

(All meetings are in PSU 315 unless otherwise noted.)