

***Minutes of the Faculty Concerns Committee Meeting on
February 24, 2009***

The Faculty Concerns Committee held its monthly meeting for February on February 24, 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, Connie Claybough, Jef Cornelius-White, Daniel Crafts, Michael Craig, Elizabeth Dudash, Keith Ernce, David Hays, Caroline Helton, Reza Herati, Kyoungtae Kim, Melody Lapreze, Judith Martin, Ronald Netsell, Gabriel Ondetti, Emmett Redd, Micheal Roling, Sharmistha Self, Yili Shi, Rathel Smith, Tracy Stout, Joan Test, Randall Wallace, Yang Wang, Johnny Washington, Margaret Weaver, Brooke Whisenhunt, Cameron Wickham.

Absences:

Larry Burt (History), Patricia Cahoj (Physical Therapy), Thomas Dickson (Media, Journalism and Film), Rajinder Jutla (Geography, Geology & Planning), Thomas Kachel (Fashion and Interior Design), Frank Kauffman (Social Work), William Meadows (Sociology, Anthropology and Criminology), Duane Moses (Computer Info Systems), Stevan Olson (Accountancy), James Philpot (Finance & General Business), Allen Schaefer (Marketing), John Strong (Religious Studies), Duat Vu (Art & Design).

Approval of Minutes

Minutes of the previous FCC meeting (November 25, 2008) were approved. Note: The January meeting was cancelled due to bad weather.

Report on Faculty Concerns Survey (report by Sharmistha Self and Jef Cornelius-White)

Sharmistha Self presented the executive summary. The main points are:

Satisfaction is higher overall. Items with low satisfaction improved, although faculty were still not satisfied with those areas. Jef Cornelius-White reviewed the nine recommendations generated from the survey results.

(Please see the 2008 survey report on the Faculty Senate website for the full report.)

Discussion points from Faculty Concerns Committee members:

Curious how representative data is; not everyone in a department responds, particularly when people feel their opinions have no influence or effect on change.

There is variation by department; encourage people to go and look at individual department tables.

People are still not satisfied with compensation and workload—but improved from last year.

The survey report will be presented at the March Faculty Senate meeting

Discussion of effect sizes and why we used small effect sizes as a standard

Discussion of the language to use for some recommendations; how tentative or strong to word items based on statistical results and representation of minority views

Margaret Weaver (faculty senate representative to FCC) suggested the committee put the recommendations in the form of senate resolutions for the Faculty Senate to consider.

Various resolutions were discussed, then tabled to the survey committee to work on and distribute.

Move to approve survey report, seconded. Survey report approved.

Discussion of Wellness Plan and Benefits Program (with Sheila L. Bowen, RN, BSN, MA, Employee Wellness Coordinator, and Burnie Snodgrass, Director of Taylor Health and Wellness)

Presentation on history of wellness plan by Burnie Snodgrass: We have been working to develop a university wellness program for many years. President Neitzel supported this. A wellness plan would help to reduce the cost of health care insurance to the university. The wellness program started with a wellness fair—which is very successful. There is a need to make wellness available easily and incentivize it, so people will do it.

Sheila Bowen took questions from the FCC members; information from her answers follows:
The wellness program is starting small. We do not want to overwhelm the campus with lots of changes. Next year we will add another layer, but will keep the cost at \$30.
As far as incentivizing for health & fitness, we would like to do that.
Biometrics are free at the wellness fair.
Coverage for various medical tests is based on age and risk factors.
For future changes to the wellness program, we go to the wellness committee for ideas. We would like to see some activity based things, but we will not raise the cost again this year, since the economy is slowing down the university president is holding costs steady.
We will add something every year, to raise awareness and systematically and gently continue organizational change. Next year we will add an educational piece.
We are working to get a recreation center membership as part of the wellness plan.
HMO's or state health plans are more expensive; the university committee on insurance has looked into these alternatives and found the cost to be prohibitive.
We encourage employees to use their wellness benefit every year for a wellness exam—free at Taylor Health.

If you have recommendations or suggestions for the wellness plan, please email:
health@missouristate.edu

Meeting adjourned at 5 pm

Next meeting will be held on **Tuesday, March 31**, at 3:30 pm in PSU 315.