

Faculty Development & Welfare Subcommittee  
Meeting Minutes  
Thursday, October 8, 2015  
UC 233

Members present: Chair, Scott Ziegler ARTS (2016), Bill Brandon NSM (2017), Claudia Nickolson EDUC (2017), David Zeigler NSM (2016), Jamie Litty LETT (2016), Melody Chuang EDUC (2016), Terence Dollard LETT (2017), Tracy Thomas ARTS (2017), Ashley Allen SBS (2016)\*

*\*pending confirmation by the Faculty Senate on Oct. 7*

Members absent: James Robinson SBS (2017)

Assignment of minutes: Tracy Thomas

I. Call To Order

The meeting was called to order by Scott Zeigler at 3:30 p.m.

II. Approval of Minutes of September 10, 2015, Meeting

The minutes of September 10, 2015, meeting of the Faculty Development and Welfare were corrected and approved.

-Point 2 in re: chair evaluations: should read "Change staggered rotations of chair evaluations from fall semester to spring semester of the second year of service."

-Add Melody Chuang to members on web site

-Correction of Terence Dollard's spelling on agenda

III. Approval of agenda

Approved without additions or corrections

IV. Report from the Chair

-Scott Zeigler reported emailing several times to Cummings, Locklear and Spellman; no responses from Locklear or Spellman; several back and forths between secretaries and above to try to schedule meetings; Cummings replied with offer for meeting Jan. 14 (which he realized was a long time distant); suggestion has been made to enlist the aid of Scott Hicks in getting a response to emails to Locklear and Spellman; question arose about advertising special meeting called for Nov. 12; intention to continue pursuing Locklear and Spellman for Nov. 12; suggestion made to develop talking points for meeting that can be shared with the prospective attendees in advance; worst case salary compression has been talked of as the first line item to address; question arose regarding \$750 bonus for state employees – what does this mean for faculty? are we to receive this bonus?; HAWK Alert cited as an example of negative work produced by upper administration whose burden falls upon the faculty; deep equity issues within many departments; no incentive to do well since no merit pay raises; does our biggest ever freshman class garner more state money and if so, where does this money get applied – sidewalks or

faculty salaries?; unreasonable bloat of middle management; David, Bill, Scott will put together talking points for next meeting on Nov. 12; questions regarding how to find record of administrative bloat over past years

-Introduced new member, Ashley Allen SBS (2016)

VI. Old business:

-Scott went back to FIAC regarding our response to Faculty Handbook questions on Faculty Selection and Evaluation of Administrators; see New Business below

VII. New business:

-Much discussion on potential amendments; will receive all amendments on Faculty Selection and Evaluation of Administrators section of Faculty Handbook from Jamie Litty in anticipation of December deadline

-Discussion in FIAC regarding 8 year term limit (2 four year appointments): can someone doing a great job who wants to continue remain in place as Chair?; suggestion was made to be able to sit out 4 years and come back; suggestion also made to NOT require sitting out for 4 years

-Old minutes from March 2015 cite "strengthen shared governance" as well as "revise policy"

-Move form to Dean's web site (why is it on Provost site?)

-Question arose regarding no language addressing conflict of interest, i.e. married person/SO/life partner unable to be chair over spouse

-Question regarding no language addressing the qualifications/credentials for department chairs, i.e. tenure, degrees, position

-Discussion regarding deadline and procedure for presenting proposed amendments to Faculty Selection and Evaluation of Administrators policies

-Point made that Evaluation and Succession are two separate issues; shouldn't one be under Governance (how faculty will ELECT the chair – is that not governance?)

VIII. Announcements:

The next meeting will be held in UC 233 at 3:30 on November 12, 2015

IX: Adjournment

The meeting was adjourned at 4:50 p.m.

Respectfully submitted by:

Tracy Thomas

Recording Secretary