

Faculty Welfare
December 12, 2012

Attendance: Jim Carper (chair), Tambra Jackson, Christine Lotter, Eva Monsoma, Jeremy Searson, Diane Monrad, Bethany Bell, Joe Flora

November 14, 2012 Minutes from Faculty Welfare Committee were approved by committee

Discussion:

Jeremy Searson discusses some concerns on clinical faculty contracts and how to evaluate these individuals fairly and promote fairly at the College level

- Christine Lotter and Tambra Jackson suggests that PE look at ITE clinical faculty rubric that accounts for diversity in clinical faculty roles

PE would like to get better parking at the Blatt Center especially from 8am to 11am. Parking Office is looking into the issue.

Jim Carper tables this discussion as a department level issue

Salary Compression: Christine Curtis salary compression—Departments got acknowledgement that there is a discrepancy for tenured faculty and there is a 3 year plan that involves analysis of faculty with some funds from Provost Office and some funds within the College of Education.

- Eva Monsoma suggested that we look at the Executive Council minutes to see the current status of salary compression

Diane Monrad would like to see documents posted with minutes from Executive Council meetings so we can understand what is being discussed.

Joe Flora—discusses how communicate with COE administration could be expedited (instead of waiting for official minutes a month later) through indirect means of communication. He would also like to see the rules for decision making within the College

- Jim Carper suggests the possibility of releasing talking points from Executive Council or Steering
- Jim Carper and Tambra Jackson will bring suggestions on opening communication in the form of unofficial briefing points from Faculty Affairs to Steering at their December 19th meeting
- Eva Monsoma suggests making the Faculty Chair's Executive Report of executive council meeting a standing item on the Steering Committee

Faculty Affairs would also like the COE administrative organizational chart to be available on the College of Education website

Jim Carper would like to have weekly announcements sent out at the college level, limiting the number of emails faculty receive each week.

Tambra Jackson: As co-chair of the Diversity committee, the issue of faculty governance needs to be addressed across the College. This is a diversity issue due to the new COE Diversity Plan that includes equity and transparency in faculty governance. Who makes and how decisions are made within the College of Education needs to be more transparent and written policy needs to be followed.

- The Faculty Affairs committee supports this statement and concern brought forward by the Diversity Committee. We suggest that this issue be brought forward at the next Steering meeting from Faculty Affairs.

Incentive Grants: Mike Seaman thanked the Faculty Affairs Committee for their work on reviewing the new awards and he is currently finishing revisions and plans to release documents in January.

Faculty Awards: Committee looked at the current faculty award documents and suggested minor edits.

- Minor edits--correct year of pre-tenure awards --until 6th year or just Assistant Professor or Clinical rank (not 5 years which leaves out a year of Assistant and is inconsistent)
- Leonard F. Maiden Spirit of Service--We had a question about their being any stipulations on rank for this award (which is not specified in this write-up), Should this award be for faculty in their first 6 years due to there being a separate Service award for Associate and Full faculty already?

Bethany will fix minor edits and send back out to the committee for approval next month via email.

Next semester meetings: 3rd Wednesday of each month at 11 am in 009, January 23rd February 20th, March 20, April 10th