

Faculty Senate Welfare Council Minutes
Minutes for Thursday, April 21, 2011

Meeting Convened at 2:33 p.m.

Present: Edmund Hershberger; Mark Hildebrand; Steve Kerber; Flo Maätita; Ken Moffett; Chris Pearson; Tianlong Yu; Rhonda Comrie; Susan Yager

Excused: Walter Siganga

Absent: Christienne Hinz

Observer: Kevin Rowland, School of Dental Medicine

Announcements:

- 1) Steve Kerber will report directly to the Faculty Senate with respect to the Video Surveillance Policy.
- 2) The Grievance Committee is not a standing committee of the Faculty Senate Welfare Council. Next year's Chair of the Welfare Council will get to meet with the committee, and hold the election for the Chair of that committee during the 2011-2012 Academic Year. The Welfare Council helps to manage that committee, but it is separate from the Council and the Provost's Office.
- 3) Susan Yager stated that Sherrie Senkfor will distribute the policies of SIUE about drug use in the workplace as part of the Drug Free Schools Act of 1989. This happens every year, and is required. It does not reflect any of our ongoing work on the policy. We are broadcasting the current policy in existence now.

Approval of the Minutes:

The minutes were approved, with technical corrections that do not interfere with meaning.

Recaps of the Standing Committees of the Welfare Council:

Faculty Status Committee (from Rhonda Comrie)

Reviewed the Faculty Handbook to identify faculty policies. Honorary Degree Committee met twice to advance nominations. The Teaching Excellence Award Committee's work has been completed.

Susan Yager received an e-mail from Trish Oberweis, who has been nominated as the Chair of the Teaching Excellence Award Committee for the 2011-2012 Academic Year. The Chair has to be someone who is serving during the second or subsequent year of his or her term. The Chair is nominated by the continuing faculty members on that committee. The Welfare Council has been asked to approve this nomination.

Susan Yager also stated that this committee's operating papers state that members of the committee are elected by their respective school or college.

Edd Hershberger moved to accept her nomination, and Rhonda Comrie seconded this motion. This nomination was unanimously approved by the committee.

Faculty Benefits and Facilities Committee (from Edd Hershberger)

The Committee is working on the Family Leave portion of the Family Friendly Policies.

The Committee has met, along with Sherrie Senkfor and Phyleccia Reed Cole. Julie Hopwood was unable to attend the meeting. The only decision that was made is that Sherrie Senkfor had a student who was collecting data about family friendly policies at our peer institutions as part of a Senior Assignment.

Edd Hershberger discussed the need for continuity with respect to this committee's composition during the 2011-2012 Academic Year, as Edd might be the only member of the committee who is returning for this entire Academic Year.

Steve Kerber asked why the Welfare Council cannot include any willing, experienced volunteers into the discussion. Susan Yager suggested that the Welfare Council should take up the Family Leave Portion of the Family Friendly Policies, and Edd agreed with the idea. Susan Yager, with the agreement of several others, suggested that the Welfare Council might need to meet more frequently during the Fall semester to reformulate the Family Leave Policy.

Tianlong Yu stated that the committee needs to set a timeline with respect to the Welfare Council's work on the Family Leave Policy. Ken Moffett and Edd Hershberger stated that a tentative deadline for a vote in the Faculty Senate should be the December meeting. Ken Moffett pointed out that this means that the Welfare Council should be done with this policy by no later than October 1. Edd Hershberger added that doing so would give the Provost and Deans time to provide feedback on the policy and for the Welfare Council to incorporate this feedback in time for a first reading in the Faculty Senate during the November meeting.

Chris Pearson pointed out that Phyleccia Reed Cole wants the Welfare Council to write a proposed policy to rectify those concerns that have been articulated about the previous version of the policy, and to send a new document onto various actors in the administration.

Edd Hershberger stated that he, Ken Moffett, and Chris Pearson could work together on writing a policy proposal with a goal of having it completed in time for the first September meeting of the Welfare Council. This method would give the Welfare Council a starting point for the discussions in the Fall to move things quickly.

Susan Yager emphasized that Edd Hershberger, Ken Moffett, and Chris Pearson are only working on the Family Leave Policy that was rejected by the Provost.

Edd Hershberger stated that we will revisit the other impacted policies, as this becomes necessary once the Family Leave Policy is rewritten. The Faculty Benefits and Facilities Committee has identified the tenure/promotion policy and guidelines that will need to be revised.

Salary Equity Committee (from Susan Yager)

John Navin was unable to attend the Welfare Council's meeting, so Susan Yager gave the report from this committee.

Susan Yager distributed a handout that identifies the new methodology that will be used to perform the new salary equity guidelines.

Edd Hershberger stated that the list of peer institutions was modified to include additional peers, as identified by the IBHE. In addition, the salary equity calculations are going to reflect the list of peer institutions, by college, instead of an aggregated list.

Susan Yager stated that the elections have yet to occur in some colleges with respect to selecting new members for the Salary Equity Committee. The election results will be forwarded to the Welfare Council as they happen. The continuing members of the Committee are unable to serve as Chair for the upcoming year. Thus, the committee needs to choose a new Chair during the Fall.

The Committee provided no report in the Fall, but the handout distributed in the meeting today is the report for the Spring. The work of this committee will be presented at the May 2011 Faculty Senate Meeting.

Unfinished Business:

Faculty Human Resources Policy Draft

Susan Yager asked the Welfare Council how we should distribute the new version of the Faculty Human Resources Policy draft. Should it be distributed once agreement has been reached on the entire policy, or should it be distributed in a piecemeal fashion in which those points on which the Welfare Council has nothing further to add be distributed first, followed by other portions, as agreement has been reached?

Steve Kerber updated the committee with respect to the work on the Video Surveillance Policy. This committee will work into the Summer and Fall to come up with a policy. The committee is still working with respect to where funding will come from for the surveillance equipment, and whether this equipment will be installed to prevent and suppress crime on campus. If crime is the primary motivator, then this equipment should be installed according to crime patterns on campus.

Steve Kerber asked whether it is to our advantage to share things that the Council has nothing further to add. Tianlong Yu concurred with this sentiment.

Chris Pearson asked whether we would object to this policy being posted, should Human Resources wants it posted.

Edd Hershberger replied that there is a wide understanding that the Faculty Senate is working with HR on this policy. The Faculty Senate is speaking for the faculty on this policy.

At this point, there was substantial discussion about the manner in which this policy should be posted.

Flo Maätita asked what can happen with the whole document. Also, she asked whether the release should happen over the summer, at the end of this semester, or the beginning of the Fall semester.

The Welfare Council agreed that it is important to release the policies as the Welfare Council finishes work on them, as soon as we can. In addition, Rhonda Comrie stated that the Welfare Council should advise Sherrie Senkfor, John Pettibone, and Jane know that we would like to post it, provided that they do not object to our doing so. Finally, the consensus of the Welfare Council was that feedback on these policies should be given, preferably by September 1.

New Business:

Salary Equity Committee Addition to Welfare Council Operating Papers

The Operating Papers do not reflect the addition of the Salary Equity Committee as a subcommittee of the Faculty Senate Welfare Council.

Edd Hershberger distributed a proposed addition to the FSWC Operating Papers to include this committee. There has to be two readings of this policy before there is a vote.

Susan: We need to look over the remaining operating papers to see whether we need to make any additional changes.

Welfare Council Chair Election

Ken Moffett's name has been forwarded as the new Chair of the Welfare Council. The Past, Current, and Future President approve the new Chair.

Chris Pearson, Tianlong Yu, Rhonda Comrie are leaving the Welfare Council at the end of this term. Christienne Hinz is leaving the Council during the Fall due to sabbatical. Susan is going on sabbatical next Spring, and will leave the Council at that point.

Meeting Adjourned at 3:52 p.m.

Respectfully Submitted
Ken Moffett