

FACULTY SENATE MEETING

Mississippi Illinois Room
Morris University Center
Approved Minutes
April 4, 2013

The regular meeting of the Faculty Senate was called to order at 2:31 p.m. on April 4, 2013 at Morris University Center Mississippi Illinois Rooms by Rhonda Comrie, President.

Present: Agustin, Anop, Banker, Bell-Scriber, Carr, Carstens-Wickham, Celik, Cheah, Chen, Chleboun, Comrie, Duckham, Durbin, Doug Simms alt for Duvernell, E. Ferguson, Erin Behnen alt for Mck. Ferguson, Foster, Fries, Gaehle, Gillespie, Goehl-Parker, Guehlstorf, Heil, Hershberger, Hester, Hildebrandt, Johanna Schmitz alt for Jarrell, Vicki Van Tuyle alt for Hunt, Kerber, E. Kirk, S. Kirk, Leem, Dave Duvernell alt for Liebl, Littmann, Moffett, Msengi, Ozcan, Santanello, Savoie, Schober, Schoenecker, Staples, Taylor, Thomeczek, Thornton, Wiediger, Wrobbel, Pannirselvam, Yager, Yan

Excused: Jack

Absent: Cairo, Demirer, Ibroscheva, Jain, O'Brien

Guests: Ariel Belasen, Thomas Jordan, Phyleccia Reed Cole, Jennifer Vandever

Announcements: Rhonda made a request for the faculty whose Council Chair seats have not been filled yet, to please consider. The Slate of Council Chairs for 2013/2014 will be on the May agenda. Erik Kirk announced Tom Foster as the 2013/2014 President Elect. Rhonda Comrie announced a New Fund to be used for faculty research and program development. The funds were transferred from the old Faculty Club to a Foundation account. It is to be used for Faculty Development projects through the Faculty Senate. There is a total of \$16,000 after the Certificates of Deposit are mature. The General Education Committee and Chair for 2013/2014 will be on the May agenda for approval. The LPIAC (Lincoln Program Implementation Advisory Committee) members are: Jamie Conklin, Emmanuel Eneyo, Wendy Fuchs, Anne Powell, Jody A. VanKleef, Darryl Coan, Jack Glassman, Helena Gurfinkel, Sorin Nastasia, Sarah VanSlette and Jennifer Rehg. The faculty representatives have been appointed to the ICAC open seats and will be notified. The Board of Trustees meeting was at 9:00 Wednesday.

Gertrude Pannirselvam made a **motion** to commend David Hamilton for representing SIUE excellently at the SIU Board of Trustees meeting. It was seconded by Ken Moffett. The motion was **approved**.

Rhonda reported that President Poshard is interested in visiting the Senate. Rhonda asked the Senate to be thinking about the possibility of the Faculty Senate President having a vote at the Board of Trustees like the student representatives have. There were comments and discussion. Rhonda announced that Calvin Jarrell is hospitalized because of a sudden illness and she has a card to sign for him.

Guest Speaker: Jennifer Vandever, Associate Vice Chancellor for Information Technology Services. Jennifer addressed the Senate about e-learning and requested feedback. Jennifer presented a PowerPoint regarding the Chancellor's presentation of online learning at the All Faculty Meeting. The goal is to increase online courses, but what's needed and do we need a centralized office to help this happen. Topics in Jennifer's presentation:

- MOOCs: free classes
- Establish office for e-learning: advising, pay bill, enroll
- How do we support e-learners?

- Higher Learning Commission
- Why? Student demand, faculty make recommendations, student related recommendations
- Budget for online courses: out of state tuition vs NOT
- Fee structure needs changing
- Quality Matters: access online courses, within faculty)
- Potential growth: market research analysis
- RFP process: provide money, schools compete for a program could go online
- Summer courses to easily migrate
- Working Group Subcommittees: looking for people to be part of process. Jennifer will send a link to the Governance secretary
- Phase III: How do I make course better?
- Hiring Assistant Director of e-learning
- Questions:
- Has the library been involved in providing library resources? A: Jamie Conklin is on one of the committees.
- With cuts, how will library support with resources?
- Do we have Market studies? Will it really increase enrollment?
- As a premier university and successful the past few years, are you contradicting work that has already been done? If we go this route with the Lincoln Plan, would we be working against what we have done with the Lincoln Plan (the disconnect especially with freshman)
- Realign fees.
- A comment was made that the Marketing department in the School of Business could possibly help with marketing research.

Jennifer described a new announcelist to be implemented by the Communications and Marketing Department. Announcements would be sent as a list in one announcement instead of individually. Video Surveillance Policy: Tom Jordan and Phyleccia Cole were available for questions about the final document that Human Resources is presenting as a University Wide Policy. Topics discussed:

- Advisory Committee would review, but after a review can a camera be removed?
- Can there be action after a review, and who takes action?
- E.3
- B. audio policy does not cover audio recording policy
- Conference rooms in classrooms
- D7 signs up, conference room, closed meetings and what happens to camera
- Requests would come from units to place video cameras
- D.6 & 7
- Best practices were used
- Stay alert to make sure policy is followed in future.
- Further concerns can be sent to Phyleccia Cole or Tom Jordan
- Historical patterns of crime
- 4E keep data for historical significance – definition of historical
- have a stamp of approval from someone who knows what is historical

Guest Speaker: Ari Belasen, Chair of the Faculty Salary Equity Committee presented the final Faculty Salary Equity Report for a first read. There were a few questions asked; one referred to page 1 and 4 about two documents listed. It was determined that there were two documents and it was not a typo. Jane Gillespie will

send electronic copies of those documents to be posted. Faculty Senators are to relay the final report to their constituencies, and a vote will be taken next month at the Faculty Senate meeting.

Consideration of Minutes: Corrections were made to the March 18, 2013 minutes. The minutes were approved as corrected (Carr/Moffett).

Action Items

- Welfare Council Operating Papers proposed revisions, WC#01-12/13, regarding OMA (Open Meetings Act): The Welfare Council brought forth proposed revisions. The revisions were **approved**.
- Faculty Grievance Committee Operating Papers proposed revisions, WC#2-12/13, regarding OMA: The Welfare Council brought forth proposed revisions. The revisions were **approved**.
- ASP Policy 1F1 recommendation from Curriculum Council CC#15-12/13: The recommended revisions were **approved**.
- ASP Policy 1K4 recommendation from Curriculum Council CC#14-12/13: The recommended revisions were **approved**.

Reports from Standing Committees

UPBC: Timothy Schoenecker reported that there is a 5% budget cutting exercise. All the Vice Chancellors have gone through the exercise for a 5% cut. Inaction for a tuition increase is bad. A bill to pass multiple pension reforms is not working, but now the legislature is trying it in pieces.

IBHE Faculty Advisory Council: No report. Rhonda Comrie requested senators to send names of faculty who may be interested in serving as an alternate on the FAC to her or the Governance secretary.

Reports from Council Chairs

Faculty Development Council: Bryan Duckham reported that EUE will be meeting. The Faculty Development Council will be supporting a diversity initiative. The TEAC paperwork is uploaded. Kay Gaehle from the School of Nursing and Faculty Senate Curriculum Council is a recipient of the TEAC award.

Graduate Council: Gertrude Pannirselvam submitted her report by email and is posted on SharePoint. The report is filed with the minutes.

Curriculum Council: Sue Wiediger submitted a report and it is filed with the minutes. Sue provided a handout regarding dual credit ad hoc committee which is at the end of the Curriculum Council Report.

Rules and Procedures Council: Erik Kirk reported that the Council will bring the 2 year term ideas for Faculty Senate President back in the fall.

Welfare Council: Ken Moffett submitted a report and it will be filed with the minutes. The Ombuds report is available on SharePoint.

Past President: No report.

President Elect: Susan Yager reported that the UQC (University Quality Council) meeting was canceled. UFSC (Undergraduate Fellowship Scholarship Committee) met last month and awarded the top nineteen scholarships and ten alternates were chosen. The working group for the Instructional Use for Social Media Policy has sent the draft to the Provost's Office for them to review.

Items of Business

First Reads, Welfare Council Chair Ken Moffett brought forth three items for first reads:

- Section VII. Probationary Period for Tenure-Track Faculty proposed revision
- Section X Criteria for Evaluating Tenure-Track Faculty X of the Promotion and Tenure Policy proposed revision
- The Salary Equity Report from the Salary Equity Committee presented by Chair Ari Belasen

First Read, Faculty Development Council Chair Bryan Duckham

- Faculty Development Council Operating Papers revision

First Read, Rules & Procedures Chair Erik Kirk

- Procedure Change: Changing the name of a department or unit

First Read, Faculty Senate Executive Council. Policies associated with the elimination of Summer Commencement Ceremony

- 1F1 Graduation: Graduate Requirements proposed revision
- 1F2 Graduation: Commencement Policy proposed revision
- 1D3 Degrees: Policy on Honorary Degrees and Distinguished Service proposed revision

Adjournment: The meeting was adjourn3ed at 4:29 p.m. (Gillespie/Wrobbel).

*Approved as submitted May 2, 2013 by the Faculty Senate
Vicki Kruse/University Governance*

28 February 2013 CC Meeting

1. Program Review of Construction: CC found the program to be in good standing.
2. The charge to form a Dual Credit Ad Hoc Committee was reviewed and approved. See attached.
3. Changes to policies 1F1 – Graduation Requirements and 1K4 – Undergraduate Proficiency Examination Policy that will allow for a minimum of 120 hours for a degree were presented for a second reading; they were approved to be sent to Faculty Senate
4. Undergraduate Programs Committee (UPC) reported approval of the Exercise Science bundle, which includes Form 91A SOE 12-828 and the associated course forms:
 - Form 90 As:
 - KIN 211 Medical Terminology (now an on-line course) SOE 12-830
 - KIN 310 Exercise Psychology SOE 12-833
 - KIN 319 Theory and Techniques in Strength and Conditioning SOE 12-836
 - KIN 417 Exercise for Special Populations SOE 12-840
 - KIN 496 Advanced Concepts and Techniques in Strength and Conditioning SOE 12-844
 - Form 90 Bs:
 - KIN 415 Medical Terminology SOE 12-829
 - KIN 414 Exercise Adherence SOE 12-832
 - KIN 300 Strength Training and Conditioning SOE 12-835
 - KIN 410 Exercise for Special Populations SOE 12-839
 - KIN 420 Physiological Effects of Motor Activity SOE 12-842
 - Form 90 Cs:
 - KIN 315 Functional Anatomy SOE 12-834
 - KIN 412 Biology of Cardiovascular and Metabolic Disease SOE 12-837
 - KIN 416 Exercise Assessment and Prescription SOE 12-838
 - KIN 418 Exercise Epidemiology SOE 12-841
 - KIN 426 Cardiac and Pulmonary Rehabilitation SOE 12-843
5. Undergraduate Courses Committee (UCC) approved ten forms 90A and one 90C:
 - Form 90 As:
 - SPC 431 Public Relations Visual Communication CAS-11-106
 - SPC 432 Social Media and Strategic Communication CAS-11-107
 - RA 101 Reasoning and Argumentation CAS-12-126
 - ENGR 145 Introduction to Computer Programming ENR 12-08
 - IME 401 Biomechanics ENR 12-03
 - IME 478 Numerical Control Programming ENR 12-04
 - CI 388 Curriculum and Instruction Co-op SOE 12-858
 - CI 398 Curriculum and Instruction Internship SOE 12-859
 - SPPA 401 Speech-Language Pathology and Audiology Co-op SOE 12-889
 - SPPS 402 Speech-Language Pathology and Audiology Internship SOE 12-890

Form 90 Cs:

MGMT 433 Employee Compensation BUS 12-14

- 6. The General Education Committee submitted a list of twenty Form 90s that had been approved.
- 7. Denise Cobb reported that the General Education Assessment group should launch soon.
- 8. Academic advising is in the process of hiring two more advisors to assist undeclared students.

21 March 2013 CC Meeting

- 1. Program Review of Computer Management and Information Systems: CC found the program to be in good standing. The enrollment was rated as sustainable at current levels and the completion was rated as satisfactory; these ratings are new this year.
- 2. Program Review of Economics & Finance and CAS Economics program: CC found both programs to be in good standing. The enrollments were rated as sustainable at current levels and the completion was rated as satisfactory for both; these ratings are new this year.
- 3. Additional data for the Construction program was available. The enrollment for this program was rated as sustainable at current levels and the completion was rated as satisfactory; these ratings are new this year.
- 4. A Form 94 for SPC 103 was reviewed at the request of the Office of the Provost. Curriculum Council approved the form but will take up the question of how online courses for undergraduates should be reviewed at a future meeting.
- 5. Undergraduate Programs Committee (UPC) reported approval of the Health Education bundle, which includes Form 91A SOE 12-818 and the associated course forms:

Form 90 As:

- HED 220 Drug Use and Abuse SOE 12-822
- HED 230 Emotional Health and Stress Management SOE 12-823
- HED 240 Introduction to Human Nutrition SOE 12-824
- HED 300 Women's Health SOE 12-825
- HED 375 Research Methods in Health SOE 12-873
- HED 420 Contemporary and Controversial Issues in Health SOE 12-874
- HED 450 Grant Writing in Health Education

Form 90 Bs:

- HED 201 Healthful Living SOE 12-819
- HED 360 Nutrition, Exercise, and Weight Control SOE 12-820
- HED 380 Drugs and Other Mood Modifiers SOE 12-821
- HED 400 The High Risk Child SOE 12-870
- HED 450 Grant Writing in Health Education
- HED 465 Curriculum Development in Health Education SOE 12-871
- HED 471 The School Health Program SOE 12-872

Form 90 Cs:

HED 111	Weaving in Wellness	SOE	12-826	
HED 305	Principles and Foundations of Health Education	SOE	12-827	
HED 313	Intentional and Unintentional Injuries	SOE	12-875	
HED 363	Consumer Health Literacy	SOE	12-876	
HED 370	Methods and Materials in Health Education	SOE	12-877	
HED 405	Health Behavior Theories and Application	SOE	12-878	
HED 455	Introduction to Epidemiology and Biostatistics	SOE	12-880	
HED 462	Special Topics in Health Education	SOE	12-881	
HED 464	Death Education	SOE	12-882	
HED 470	Sexuality Education	SOE	12-883	
HED 489	Independent Study in Health Education	SOE	12-884	
HED 490	Program Planning in Health Education	SOE	12-885	
HED 491	Program Implementation and Evaluation in Health Education	SOE	12-886	
HED 498	Senior Professional Seminar	SOE	12-887	
HED 499	Internship in Community Health Education	SOE	12-888	

6. The Undergraduate Courses Committee (UCC) is working through the courses associated with the Physics bundles.
7. The General Education Committee submitted a list of nine Form 90s that had been approved. They also approved a student appeal and granted a Health Experience designation to the Nursing program by attaching the EH designation to Nursing 489 (Senior Assignment).
8. Academic Standards and Policies will be bringing their work on syllabi guidance to the next meeting.
9. The Committee on Assessment is considering a standard assessment rubric to streamline the process for departments.

An extra meeting is planned for 5 April at 10 a.m. in the MUC Board Room

Dual Credit Ad Hoc Committee

a subcommittee of the Curriculum Council of the Faculty Senate

A dual credit course, as defined by the state of Illinois in 110 ILCS 27/5, "means a college course taken by a high school student for credit at both the college and high school level." In January 2010, the Dual Credit Quality Act (110 ILCS 27/5)¹ went into effect. This Act specifies standards for dual credit courses as well as oversight, review, reporting and accountability expectations for institutions that offer dual credit.

Dual Credit Courses are not currently offered by SIUE². However, discussions are currently (Spring 2013) in progress between departments and local high schools to explore possibilities. Given the requirements of the Dual Credit Quality Act, any such agreements need to be integrated into various functions of the university, including but not limited to the Office of the Registrar, Educational Outreach, Advising, Enrollment Management, and the course and program approval process.

Thus, the Dual Credit Ad Hoc Committee is being formed by the Curriculum Council of the Faculty Senate to explore the following:

- How much interest, and from whom, is there in offering dual credit courses at SIUE?
- What would be the costs associated with offering dual credit courses?
- Should SIUE begin to offer dual credit courses?
- If SIUE decides to offer dual credit courses:
 - How might SIUE best meet the requirements of the Dual Credit Quality Act?
 - What policies or procedures would need to be modified?
 - What process should be followed for the approval of dual credit agreements and courses?

As a part of answering these questions, the Committee should hold at least one open forum and use other methods as its members see fit to gain broad input from the University on this issue. In addition, our relationship with Lewis and Clark Community College (LCC) should be considered in these discussions; LCC is heavily vested in taking advantage of the Dual Credit Quality Act³.

The goal for a final report is January 2014. The Committee should provide an update the Curriculum Council at every Curriculum Council meeting. Their final report should be submitted to the Curriculum Council for acceptance; any draft reports to be released for university input should be sent first to Curriculum Council. During summer, when Curriculum Council does not usually meet, sending such a draft to the chair of the Curriculum Council would suffice.

This committee charge approved by Curriculum Council on 28 February 2013.

¹ Available at <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3117&ChapterID=18>

² Individual departments (Mathematics and Physics) have, in the past, had agreements with specific high schools that had characteristics of dual credit courses (tight coordination between the SIUE department and the high school instructor; shared examination standards). However, students only received college credit for the course if they subsequently enrolled at SIUE. These agreements have at this time (Spring 2013) not awarded credit for a number of years. Administratively, they were processed similarly to proficiency examinations, but probably would not have met the requirements of the law.

³ According to "Dual Credit in Illinois: Making it Work", a report by Elisabeth Barnett, Douglas Gardner, and Debra Bragg of the Office of Community College Research and Leadership in March 2004 to the Dual Credit Task Force, available at <http://www.ibhe.state.il.us/DualCredit/materials/OCCRL.pdf>, in FY02, Lewis and Clark "enrolled about one quarter of all dual credit students in the state".

Graduate Council Report to the Faculty Senate
April 4, 2013

The Graduate Council reviewed 5 program change requests, reviewed 4 programs, did 1 interim review, and adopted 5 policy changes. Details of the work appear below.

I. Program changes: The following program changes were approved

1. Form 91A – Pharmacy Education Specialization (PHAR-13-15)
Drop one 2-hr course and move content to two other courses and increase the credit hours for these by one each.
2. Form 91A – Speech Communication (CAS-12-118)
Add SPC 598 for “project” to the “Treatise Plan” to distinguish this option from SPC 599 thesis. The department has added a number of SPC courses they would like to reduce the number of out-of-department courses, independent studies, an 400-level courses that count for the program from 9, 6, and 6 to 6, 6, and 3 respectively.
3. Form 91A – Speech Communication/Public Relations (CAS-12-122)
The Department would like to add a concentration in Public Relations (PR) to the M.A. program. Curriculum and resource needs for the concentration were discussed. No additional resources are needed since the Department has developed several new courses, which can be now offered due to reassignment.
4. Form 91A – Mathematics (CAS-12-130)
Two content courses offered as seminars have been approved as MATH 534 and STAT 535. The program catalog to reflect these number changes.
5. Form 91A – Chemistry (CAS-11-91)
The program would like to change the TOEFL requirements for the M.S. degree to reflect the changes in TOEFL and the Graduate School admission standard. “For international students, a minimum score of 550 on the paper based TOEFL test, 79 on the Internet based TOEFL test, or Overall Band of 6.5 on IELTS, is required.” This change reflects changes in the TOEFL options (no computer based tests anymore).

II. Program Reviews:

1. Interim Program Review Report: Environmental Sciences, MS:
The program has increased from one faculty member in 1996 to 8 faculty members now. It had 450 square feet of lab space to more than 75,000 square feet now, as well as all its facilities in one place instead of scattered. The present enrollment for the program is 35, but the target is 50. Although the individual courses do not have prerequisites, a student gains admission into the program by fulfilling minimum requirements. The non-thesis option is not usually chosen because the faculty does not wish to supervise one, and because employers prefer students that write theses. The graduate rate seemed low to the committee. The committee was concerned about the overloaded faculty and shift toward undergraduate education.
2. Program Review Report: Public Administration, MPA
The Department’s plans to address issues related to program capacity (faculty resources), lack of rigor, admission standards, retention of students and faculty, and assessment learning were discussed. The program was rated “in good standing.”

- 1) The Rules and Procedures met to discuss the Faculty Senate President's Term recommendation from the "STRENGTHENING SHARED GOVERNANCE AT SIUE: A Study conducted by E. Duff Wrobbel & Umina Long March 2010". The report made the following recommendation: Review the structure of faculty senate presidency. Rationale: There is a substantial learning curve to the position. Senate neither meets over the summer nor over the Winter break, so a one-year term is effectively only a 9-month term. This does not allow enough time to fully understand and effectively oversee the senate, so exploring options for extending the presidential term would be beneficial. Also, it may be useful to reconsider the level of authority given to the faculty senate president. Though the president meets regularly with both the Chancellor and the Provost, the purpose of these meetings is generally information exchange and thus inefficient and even frustrating. Finding ways to involve the faculty senate president more in administrative planning and decision-making would improve collaboration, coordination, and communication.

In order to provide a viable solution to the concerns mentioned in the report the Rules and Procedures (R and P) committee recommends the following regarding the Faculty Senate President Term:

- A. The R and P committee recommends a two year term for the FS President. Under this scenario an individual would serve for 1 year as the President Elect and then 2 years as the President for a total of 3 years. There would be no past president.
- B. Instead of a past president the R and P committee recommends that an advisory board consisting of former FS presidents on a volunteer basis. The advisory board would not need to be current members of the FS or attend the FSEC or FS meetings. Rather they could provide guidance and answer any questions the FS President may have. They would not have a vote in FSEC or FS unless they are serving on FS.
- C. At the end of the first year (March) of the FS President's 2 year term the R and P committee will conduct a confidence/no confidence vote of the FS to determine if the FS President has the support of the FS to serve the second term. A 2/3 no confidence vote is required by the FS in order to remove the FS president. The purpose would be to remove any FS President who is felt by the FS not to be performing the duties of the FS President as outlined in the FS bylaws. However, it would not be the intent to remove a FS President who made a few mistakes that could be remedied by a second year in office.
- D. If the FS President receives a 2/3 no confidence vote then the current FS President would not serve as FS president the following year. Rather, the FS President Elect would assume the role of FS President for the following year. An election of eligible faculty would be conducted (April) to elect a new FS President Elect that would begin serving the following year along-side the new FS President.
- E. Finally in order to aid the FS President regarding Roberts Rules the FS shall appoint at the first meeting of the academic year a parliamentarian as outlined in the Faculty Senate Bylaws - Section II.C Meetings "The Faculty Senate shall conduct its business under recognized parliamentary procedures, as specified in Robert's Rules of Order, and shall appoint as needed its parliamentarian annually" <http://www.siue.edu/ugov/faculty/bylaws.shtml>

The Welfare Council met on February 28, 2013, again on March 11, 2013, and finally, on March 21, 2013. At both of these meetings, we handled several items that have been on the agenda.

February 28, 2013 Meeting

1) Tom Jordan, from the Office of the Provost, came to talk about revisions to Section VII and X of the Faculty Handbook, Tenure and Promotion Guidelines. Taken together, the revisions to this section would provide for a one-year extension of the tenure clock under certain circumstances, such as pregnancy. The revisions to Sections VII and X of the Faculty Handbook, Tenure and Promotion Guidelines were approved on separate 10-0 votes of the Faculty Senate Welfare Council. This completes part one of what will ultimately become the Family Leave Policy.

2) Tom Jordan, Sherrie Senkfor, and Phyleccia Reed Cole came to the Welfare Council to discuss the Video Surveillance Policy on which the Video Surveillance Policy Working Group had been developing over the last two years. They presented the revised version of the policy, and asked for questions. They walked through some of the major changes to the policy since they last came before the Welfare Council in September 2011. Members of the Welfare Council asked questions about the policy, and requested several changes in the language of the policy. Most of these changes surrounded a recommendation from several members of the Council that units that want to install video surveillance include a plan for maintenance of the equipment as part of their proposal that goes through the approval process. This language was incorporated into a subsequent version of the policy that will be presented at either the April or May 2013 Faculty Senate meeting.

3) The Faculty Status Committee reported its revisions to the Sabbatical Policy in light of feedback that came from Tom Jordan at the January Welfare Council meeting. The Welfare Council talked through several revisions that the Faculty Status Committee wanted to report to the Council. After making many changes to the policy (that are recorded in the minutes from the February 28, 2013 meeting), the revised policy was referred to the Office of the Provost for additional feedback and recommendations.

4) The Faculty Benefits and Facilities Committee reported its work on the Policy on Discipline and Dismissal of a Tenured Faculty Member. The work of this committee, and the Welfare Council, on this policy was prompted by feedback from the Ombuds office concerning the operation, use, and cases of misuse of this policy. The Welfare Council talked through a number of changes. The revised policy was referred to the Office of the Provost for additional feedback and changes, as necessary, to the policy.

March 11, 2013 Meeting

1) The Council discussed revisions to the Welfare Council Operating Papers to comply with the mandates of the Illinois Open Meetings Act. These revisions were approved on an 8-0 vote.

2) The Council discussed revisions to the Faculty Grievance Committee Operating Papers to comply with the mandates of the Illinois Open Meeting Act. These revisions were approved on an 8-0 vote.

3) The Council discussed the 2012 Calendar Year report of the Ombuds office, and accepted this report on an 8-0 vote.

March 21, 2013 Meeting

1) The Council discussed the revised version of the Salary Equity Committee's report. This report details the new methodology for computing faculty salary equity raises at SIUE, and is a substantial revision to the previously approved one. The Welfare Council approved these revisions, with minor changes, on an 8-0 vote, with one abstention.

2) The Welfare Council talked through several revisions to the Sabbatical Policy, based on feedback from the Provost's Office on the February 28, 2013 version of the policy. After making many changes to the policy (that are recorded in the minutes from the March 21, 2013 meeting), the revised policy was referred to the Office of the Provost for additional feedback and recommendations.

3) The Welfare Council briefly talked about suggestions from the Provost's Office regarding the proposed changes to the Discipline and Dismissal of a Tenured Faculty Member policy. The Council plans to revisit these suggestions at its April meeting