Meeting Convened at 2:40 p.m.

Present: Jeff Banker, T.R. Carr, Christine Durbin, McKenzie Ferguson, John Hunt, Ken Moffett (co-Chair), Tim Ozcan, William Yu

Excused: Erin Heil, Mark Hildebrandt (co-Chair)

Announcements

No Announcements.

Reports of the Standing Committees

There was no report from either standing committee.

Unfinished Business

The Council discussed an amendment to the Family Friendly Implementation Committee Operating Papers that removes any references to the Illinois Open Meetings Act. Todd Wakeland, from the Office of Legal Counsel, has advised the Faculty Senate Welfare Council co-Chairs that this committee will not be subject to the Illinois Open Meetings Act. The Council unanimously approved the change to these Operating Papers.

New Business

The Council discussed the Internal Salary Equity Plan. The Council recommended a few changes to the plan. First, the eligibility requirements were amended to state that instructors subject to a collective bargaining agreement are ineligible for any internal equity consideration. This change is to expand eligibility, as the plan reported from the Faculty Salary Equity Committee stated that all instructors were excluded from any internal salary equity consideration, regardless of collective bargaining unit status. Second, the coding for the binary variables was reversed such that females and nonwhites are now coded as one, as is the multiplicative interactive term between those variables. Third, footnote three was changed to state that it is recommended that the Office of Institutional Research study whether than 2% raise supposition is accurate. This footnote formerly read that SIUE should study whether the 2% raise supposition is accurate.

The Council discussed the external Salary Equity Plan. It was agreed that these plans should not be combined and should be voted on separately. There were two other changes that were made. First, page five, item four, was changed to read that the faculty of each school shall develop a procedure that will make salary adjustments. It formerly read that each school or unit shall develop a procedure that will make salary adjustments. Second, the notation on page six was changed to state that it is recommended that the Office of Institutional Research study whether than 2% raise supposition is accurate. This notation formerly read that SIUE should study whether the 2% raise supposition is accurate.
The final change to both plans was made to read that faculty members who, "receive an overall performance evaluation or an overall rating of Un satisfactory over the most recent three-year average, or who receive ratings below Meritorious in teaching each year over the most recent three-year average shall be ineligible for salary equity adjustments." This change was done because the Council felt that the bar of being rated as unsatisfactory in two of the following: teaching, scholarship, or service, was too low.

The Council discussed the opening for Faculty Senate Welfare Council Chair and asked the members who are returning to the Council next year to consider acting in this capacity.

Meeting Adjourned at 3:44 p.m. through a motion by T.R. Carr that was seconded by Jeff Banker.

Respectfully Submitted
Ken Moffett

Minutes Approved by Welfare Council on April 17, 2014