Faculty Senate Welfare Council Minutes
Minutes for Thursday, February 18, 2016

Meeting Convened at 2:40 p.m.

Present: Stephen Kerber (Chair), Jessica Kerr, Jeff Banker, Christine Durbin, Bryan Jack

Guests: Denise Cobb

Announcements:
No announcements

Discussion with Denise Cobb

Tenure and Promotion

SK discussed the unfinished business of tenure and promotion policy that was initiated by former provost. DC indicated that she raised the issue with the former provost and that she sees the issue as an equity issue. She respects the autonomy of schools and colleges to construct their papers, but some schools send candidates early every year, while others are told you have to be “outstanding” which is not a category in the criteria. DC asked the Welfare Council to see if there needs to be institutional guidance because of disparity among units, and wants the Council to at least discuss it. SK stated that the Council has been discussing the issue and has a committee working on it. SK is seeking suggestions of a fair way to develop a policy that provides more agency for faculty. If not a policy, then a white paper at least on the subject.

Sabbatical Leave Policy

DC stated that people set too ambitious of criteria—people need to set rigorous goals with realistic expectations for scholarly contributions, but for things they can control. Too often, people are too ambitious and then are held accountable when they do not meet their stated goals, and sometimes they do not meet these goals because of editors taking too long, research centers being closed, or other outside forces. DC also stated that the verbiage should be more clearly stated on when people can apply for a sabbatical.

Grievance

SK discussed implementing a change in the makeup of the representation of the Grievance Committee. So many grievances come from CAS (because it is the largest College) that right now the committee has a difficult time filling panels. Each school in CAS should have an equal number on panels. DC agreed that this is a reasonable thing to pursue.

SK proposed pursuing a way to make the first half of the grievance process be a paper process. This would help to alleviate the problem and speed up the process.
Other Issues

SK indicated the Salary Equity Committee is fully staffed.

DC stated the Higher Ed Commission asked for an update from all higher education institutions, including community colleges. SIUE’s update was a direct response to the questions posed by the HEC rather than a narrative.

New Business

Draft documents from committees will be discussed at the next meeting.

Meeting was adjourned at 4:00 PM