Faculty Welfare Council Meeting Minutes

September 21, 2017

Members Present: Jeff Banker, Janice Frueh, Lisa Green, Andrew Gross, Nancy Huyck, Bryan Jack, Steven Kerber (co-chair), Andy Lozowski, Dan Segrist (co-chair), Kamran Shavezipur, Mohammad Yousef

Members Absent: Kathryn Bentley, Kate Newman

Meeting Called to Order 2:32 pm.

I. Vote to approve Dan Segrist as co-chair. He was unanimously approved.

II. Minutes of the April 2017 minutes were approved.

III. Open Meetings Act Training - Bryan Jack volunteered to serve as the point of contact for any related questions.

IV. All faculty meeting reminder: Announced that the meeting is 10/24/17

V. Salary Equity Committee Charge - Regular updating of existing documents; In 2014, the faculty senate passed an external and internal new set of criteria. The documents were not officially approved- so they are starting from the 2014 documents…

VI. Ombuds Service Report: Submitted in September 2017 to the Faculty Senate. In the spring we are obligated to conduct an online survey of the ombuds service.

VII. Honorary Degrees and Distinguished Service Awards: The Welfare Council voted to approve Kamran Shavezipur as the FWC representative.

VIII. Designation of Members to the Faculty Status Committee and Faculty Benefits: We will hold off until the November meeting to delegate members to certain committees.

New Business:

IX: Ombuds Search Fall 17: We can use the same ad and possibly the same list of questions- you may invite applicants to speak to us and send forward. A question was raised as to whether the provost will support training? The FWC stated it would be a good idea to bring up. Members of the council stated that training was requested by some potential applicants due to the nature of the work. Interviews will be conducted to replace Mary Sue tentatively at the November meeting.

X: Compensation for FS President: Questions have risen regarding the workload of the FS president and compensation. The question was asked if whether or not the chairs of the FWC should look into the matter, specifically, to attempt to gain information from prior presidents on the perception of workload. The FWC agreed that information should be gathered to continue the discussion of compensation.
XI: It is customary that issues are often brought to the FWC from the Office of the Provost. Thus far for this year, we have been brought no issues from the Provost.

XII: Compensation for Summer/Winter Session Teaching: The FWC decided to proceed on gathering information on faculty compensation beyond a normal course load. Questions were discussed as to whether or not summer/winter compensation is fixed for every school? Questions were considered if compensation varies, and how substantially, among schools? The Council discussed the question of the bargaining process and the unknown union issues that may come to play. The FWC stressed that by gathering information we are not negotiating anything, simply gathering necessary information on compensation. The FWC agreed that the chairs of the welfare council should seek to gain access to this information.

Old Business

XIII: Discipline/Dismissal Policy: No response. No action by the FWC at this meeting.

XIV: UC Faculty-Friendly Policy Implementation report: In the previous year, very few people applied. This year, no one applied to utilize this faculty benefit. The FWC agreed more awareness needs brought to this policy. A discussion point was raised to have the ombuds office bring light to this policy.

Steven Kerber recommended that the October meeting be cancelled due to prior obligations of the chairs. The FWC chairs recommended that the council initiate a search for the ombuds replacement. The intention is to interview at the November meeting. The chairs of the FWC suggested scheduling a possible, if-needed, meeting for November 30th.

XV: Jeff Banker- the Operating papers are not aligned to include clinical track faculty. The FWC agreed that the papers need to be edited to include them.

No public comment was provided.

Meeting Adjourned: 3:12 pm