

University Faculty Affairs Committee
January 18th, 2017, Woodard 223, 4:05pm

Present: Miriam Liss, Louis Martinette, Angela Pitts (Chair), Courtney Clayton (acting secretary)

Absent: Marie McAllister, Bob Greene

1. Confirmed meeting dates: Feb 8th, March 15th, April 12th.
 - All meetings will be in 223 Woodard.
2. New Business
 - Motion from COB re: changes to Appendix J
 - questions asked about rationale and document to Ken Machande
 - Approved by all
3. Old Business
 - Merit pay:
 - o legally bound to have a merit process by the State. Even if we don't have raises. Question is do we try to consider ways in which we might make process less burdensome. Decided there is nothing that can be changed legally at this point. UFAC decided to no longer pursue this issue.
 - Summary of Compression Committee's Deliberations
 - o Two ideas:
 - give money to each member of the faculty
 - Change associate and full bumps.
 - Discussion of both plans
 - o Recommend a lump sum to be given to fight compression this year based on how much each individual faculty member is below benchmark for their department in a graduated manner beginning with those at least \$3000 below benchmark with at least three tiers. Graduated differentials based on benchmarks.
 - o Recommend plan 2 be implemented in future years as soon as possible, which is to change the associate and full bumps to \$3K and \$6K. Adjust compression so that in every department one year of rank should equal a \$200 separation by year. Adjust every department for compression and as people come up for tenure and promotion make adjustments within departments to keep people from less than \$200 separated by years in rank.

- Student Evaluations: review data on response rates from Office of Institutional Research
 - o Discussed low rate of return based on statistics provided by the Office of Institutional Research
 - o Will invite Debra Schleef in February to discuss this
- Campus Rec Discussion:
 - o Decided that if they want to move forward with charging a fee, should consider having many services free of charge, i.e. riding a bike, etc, if not personnel based, no fee. Higher level, nominal charge that allows faculty to participate in classes, personal training, etc. We can assist Campus Rec to do survey. Lou offered services to help with marketing outside of this committee.
- Need to follow up about overburdening of minority faculty. Angela will follow up with Sabrina.
- Tabling discussion about adjuncts to next meeting. Reminder for all members of UFAC to ask department chair if there is anything UFAC can deliberate to improve welfare of adjunct/part time faculty.

Adjourned at approximately 5:00PM.

Respectfully submitted,
Courtney Clayton