Faculty Economic Benefits Committee-2019-2020

|  |  |
| --- | --- |
| **Meeting #3** | **Date: Oct. 2, 2019 at 10am.** Homestedt Hall 280 |
| **Chair** | Kevin Bolinger (convener) |
| **Attendees** | M. Affan Badar, Sandeep Bhowmick, Kevin Bolinger, Richard Fitch, Debra Israel, Jill Moore Ex-officio: Shelley Arvin, Mark Green |
| **Absent** |  Matt Cohen |
| **Guests** |  |
| **Call to Order Time: 10.02am** | **Place:** Holmstedt Hall 280 | **By: Kevin Bolinger** |
| **Topic** | **Discussions** |
| 1. Approval of previous minutes (#1 and 2)
 | Motion: DI | Second: SA | Vote: 5-0-1 |
| 1. Diane MCkee meeting minutes
 |  Motion: AB Second KB 4-0-2DI: change Kurtis to president Kurtis |
| 1.
 | KB: salary recommendation / thoughts on Diane’s visitDI: The president has announced at least 1% increase/$500 whichever is higherKB: would have preferred a flat increase, as it is timed to biennial, language of handbook on penalties SA: the technical difficulties in submitting to FAD was discussed at exec; auto submit is a possibility.DI: the goal was to catch people who are not willing to submit at all; RF: new system/auto populate; KB: auto-submit doesn’t capture anything other than the course taughtKB: it's a year to year process; how to think long term? what happens when there is compression?DI: Make some salary recommendation after looking at the October report; actual evaluation be done what was accomplished under Bradley model, and how things have changed, in broad sweep KB: clarify overall strategies or more specifics on 1% raiseDI: send a message to exec, we are concerned that we are on the path to compression and not being competitive internally and need to come up with long term strategies, request data so as to be able to evaluate; What’s across the board strategy over a longer time period? DI: Table the motion of salary recommendation folding in long term and medium-term strategies. Would the report seek out percentage target achieved? |
| 1. Summer pay
 | DI: How do we get capable teachers?DI: why don’t we have categories as a sliding scale?IB: can we do a per student basis? True compensation standpoint: what is the incremental effort per student? teaching/grading tactics change as we have larger groups; need a floor and ceilings.KB: can we revisit per student basis? Asking Mark if can get a snapshot of last year’s summer budget/course offerings, how many offered at level- A, B, C?Dissertation is not considered indep. Study?899 be compensated??IB: Do we get paid for indep. Study?KB: gather summer pay, consider folding in the 899 hours as part of summer pay recommendation, revisit summer pay (9 vs 10 month) |
| 1. Chair report
 | None at this point |
| 1. Senate report
 | Temp faculty: talked to Spicer’: notes attachedKB: as voted in meeting1, it’s part of out charge to look into temp faculty compensation. Can we set aside $1000 for NFO for temp faculties? Any guidelines? |
| Adjourned | 10.55 |