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| **Meeting**  | #3 | **Date** | October 25, 2018 | **Secretary** | D. Vincent  |
| **Chair** | Debra Israel |

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| **Attendees** | Debra Israel, M. Affan Badar, Kevin Bolinger, Jin Park, Sandeep Bhowmick, Debra Vincent Ex-officio: Kent Games, Mark Green |
| **Absent** | Natalie Bulick |
| **Guests** |  |

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| **Call to Order Time:** 3:34 | **Place:** Holmstedt Hall 280 | **By:** Chair |
| **Topic** | **Discussion** |
| 1. Approval of minutes
 | Edits: yes | Motion: Kevin | Second: Jin | Vote: 5-0-0 |
| 1. Additions to agenda
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| 1. Follow-up on report by Candy Barton
 | HR will meet with departments on rolling basis? FEBC committee did not want it to be optional. New wellness coordinator – will see what new initiatives will be coming to SRC.Reports would be ideal – learning what is going on would be informative. Any issue with claims, such as a FAQ page would be helpful. Items such as, if a provider is needed, what providers are covered under the insurance, also “what to do in case of an emergency.” Link on HR website with information – some do not have computers, perhaps a refrigerator magnet with the information? Quick information that would be helpful. |
| 1. Report from Exec Comm liaison
2. Prioritizing and assigning tasks for charges
 | 4. Strategic enrollment management. Some emails – senate to faculty, are they getting the information? The goal is to send directly from chairs to faculty, such as merit pay. The language is loose – departments are to develop their own. Kent will take items back that FEBC want. 5. Merit pay per department – how to develop merit pay policy, when is policy due? No deadline given, and what about a format of the policy? When will money be available for merit pay? Departments are developing their policies. Our committee might include issue of merit pay in salary analysis.Look at lower income household income, who is getting subsidy? Charges 1. Committee will do
2. Committee will do, if any
3. Temporary faculty benefits
	1. We did this two years ago, pay rate
	2. Parking last year- concerns
		1. Can put a motion-recommendations to senate exec
		2. Take out of salary or purchase one semester at a time versus yearly payroll deduction for PT and remote parking
		3. Diane McKee in payroll
			1. Can invite her to FEBC meeting
4. Get data in combination with 3 academic committees
	1. Report from Diane in October salaries, etc…
	2. Where are we with salary adjustments, check equity
	3. Faculty compensation, target analysis and use of Bradley model
	4. Unusual budget time, need data to evaluate
	5. Debra to contact Katie Butwin
5. Solid recommendations for % of increase
	1. Get away from compression model?
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| **Next Meeting** | November 8, 2018 Thursday 3:30-4:30 |

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| **Adjournment** | 4:40 |
| **Recorded by** | D. Vincent  |