

# **Faculty Assembly**

November 11, 2014

## **Announcements:**

The Faculty Senate has not taken a position on union organization of adjunct faculty.

## **Dan Hellinger:**

Presented information on the process of evaluating the deans' university wide. A Qualtrics survey will be sent out. The qualitative portion of these surveys will be very important. Each of the five deans will also be evaluated separately by colleges and schools.

## **Betsy Schmutz:**

- A. Presented information for the insurance online enrollment currently open through Nov. 27. The Affordable Care Act requires an automatic enrollment: for Webster the default enrollment (if an employee fails to designate a medical plan) will be the high deductible Health Savings Account plan. An aggregate report for all university results for health risk assessment will be compiled. If an employee's spouse or partner is covered, both will need to take the assessment in order to receive the discounted premium.
- B. Active participation in online training program on sexual assault and harassment is ongoing, rolling out in stages. This has not been sent out to contingent faculty. It is not mandatory by law this year, but we expect that to change in the future. Because faculty are "required reporters" under federal law, all faculty need to complete this online training.

## **Jim Brasfield:**

60% of the faculty participated in the Salary & Fringe benefit survey. 218 faculty were offered the survey/131 responded. The Committee is hopeful that next year 85% will respond. Some faculty had difficulty figuring out the ranking question in the survey and thus did not answer it. The Salary and Fringe Benefit Committee will be discussing the package with the administration and will connect with the Faculty Assembly again in the spring.

## **Keith Welsh:**

The Honors Board brought proposed changes in the university honors policy to the Faculty Senate. The Senate voted to endorse the changes, and present them to the Faculty Assembly. The changes include the removal of the requirement of 6 additional courses outside a student's major and the removal of the 3000 level classes requirements. The suggestion was made to change the word "may" to "not eligible" in roman numeral III. The motion to accept the changes was made and passed. This change will go into effect for May 2015.

## **Extraordinary Merit Pay Proposal; Gwyneth Williams:**

- A. The draft has been modified by the senate, not the administration.

- B. The decision was made to create a model in which extraordinary merit raises are not based on percentage of base salary, but rather are equal, lump sum amounts. Therefore extraordinary merit raises would not vary according to discipline or years of service. EM committees would award “shares”: the actual monetary amount of the raises would not be determined until after the total number of shares distributed is known,
- C. Individuals apply for EM pay to the EM Pay committees. The committees decide not to award shares or to award “1” or “2” shares.
- D. Faculty will need to state courses taught and course releases, so that the committee is aware of these topics.
- E. After the EMP committee makes its decision it will send the recommendation to the academic dean and then to the provost for ultimate approval. If there is a disagreement then there can be an appeal.
- F. The Faculty Senate will create a Qualtrics survey to solicit input from the faculty.
- G. The Faculty Senate will not create list of specific criteria for shares of EMP.

Concerns:

- A. Since there has not been a cost of living raise in five years why are we talking about this?
- B. The policy has high potential for creating division/conflict within the faculty inside each department.

Questions for the Qualtrics survey that will be circulated:

- A. Do faculty want peer review, or do they want the chairs and deans to decide?
- B. Should the decisions of the committees be kept confidential?
- C. How will the people who received EMP be tracked for assessment? Will the list of EMP faculty be posted?
- D. Should the chairs be recused from service on the EMP committees?
- E. Will the EMP committees offer feedback regarding distribution of shares?

Questions for Senate/Administration:

- A. How will the committee be selected? Through a randomized process. The exact method for selecting members of the committees has not yet been determined.
- B. Will there be training for reviewers on the racial and ethnic properties of the EMP process?
- C. Why did the Faculty Senate abandon the concept of percentage raises and move toward the shares?
- D. If it ends up that raises will not be awarded that year will the committees still form to discuss EMP?
- E. Who needs to create the criteria for EMP?

Meeting Adjourned 4:37 PM