FAC Minutes
April 9, 2009, 1-3 p.m.
RCB, Manners Room

Members Present: Peggy Albers, Cathy Brack, Annette Butler, Mary Jo De Joice, Cheryl Delk, Laura Fredrick, Gerry Gay, Lynda Goodfellow, Hugh Hudson, Beth Jones, Dave Pavesic, Joe Perry, Jerry Rackliffe, Wayne Reed, Cherian Thachenkary

Members Absent: Chip Barksdale, Elizabeth Beck, Brenda Blackwell, Denise Donnelly, John Duffield, Valerie Fennell, Mary Finn, Nancy Floyd, Shelby Frost, Ron Henry, Joe Hill, Peter Lindsay, Richard Miller, Linda Nelson, Ruth Sanford, Cornell Stephens, Kris Varjas, Marta White

Call to Order: The meeting was called to order at 1:02 p.m.

Approval of March 11, 2009 Minutes
Minutes for March were approved without corrections.

University Senate Mtg/State of the University Address
P. Albers reminded FAC about the University Senate Meeting: April 16, 2009; State of the University Address (President Becker), 4:00 p.m.

Updates
P. Albers reported on the updates to the following items: FAC Motions to be acted on at the University Senate; the legislation regarding ORP-TRS (as reported by H. Hudson); draft of policy for Family Leave and Tenure Clock Delay; Tuition Exchange; Issues Regarding Maternity; and the AOW report. Work regarding Family Leave and Tenure Clock Delay, Tuition Exchange, Issues Regarding Maternity, and the AOW report will be carried over to the 2009-2010 FAC.

Issues Discussed

Phased Retirement
P. Albers gave a short report on the number of universities who have implemented a Phased retirement plan; the FAC agreed that this is a benefit that may be of interest to faculty. This issue will be more actively pursued in the fall.

12 Month Pay Schedule
FAC discussed several issues related to the 12-month pay schedule: 1) the costs that will be incurred from two extra payrolls; 2) there is an immediate hike in pay in summer months; 3) all faculty would have to be enrolled in this plan. The FAC decided that this is not an issue that would be of benefit to most faculty.

Long-term/Short term
Beth Jones reported that the present policy related to these benefits currently serves faculty well. Beth reported that faculty and staff will be able to access their own
Benefits

benefits through a software program called “Employee Self-Serve” and make changes. In the fall, she will present a short demo on how to work with this new system.

P&T

Faculty discussed the current climate that has developed recently around Promotion and Tenure. Several issues were discussed including the following: 1) a culture of fear is emerging within some colleges; faculty are unsure as to how the P&T guidelines are being interpreted and whether they will receive fair evaluations; 2) the weight of the external letters seems excessive especially in light of the thought, time, and energy that faculty put into the dossier; 3) appeals and to what extent they are successfully overturned; 4) the shifting interpretation of the P&T guidelines by the various parties who review P&T files. The FAC will ask the Provost, as a point of information, for the number of P&T cases that have gone to appeal, specific to those that have been approved and those that have been declined, broken down by colleges for the past three years.

Service to FAC

P. Albers thanked all FAC members for their service over the 2008-2009 academic year.

Next Mtg

Wed. April 22, 2009, 1:00 – 3:00 p.m., RCB, Manners Room, 7th floor, organizational meeting

Adjournment:  The meeting adjourned at 2:35 p.m.

Meeting Dates 2008-2009:

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**Senate meetings, Thursdays, from 3-5: October 23, December 11, March 12; April 16 (organizational mtg)**