

FACULTY COUNCIL
Minutes
Wednesday, January 28, 2015
3:00-5:00 PM – CLC 206, WTC

Members Present: Battaglia, G.; Bohanon, H.; Classen, T.; Conley, J.; ; Friend, P. (video); Gillespie, L.; Graham, D.; S. Jellish (video); Langman, L; Lash, N.; Miller, H.; Ramsey, G.; Ruppman, T.; Shanahan, A.; Shoenberger, A.; Singh, S.; Uprichard, S. (video)

Visitors: Dr. Linda Brubaker and Dr. Pieter De Tombe, chair of the BSI Task Force from HSD (video)

Tom Kelly, Winifred Williams and Deborah Meister from Human Resources.

- 1) Meeting was called to order at 3:04 pm by Gordon Ramsey.
- 2) HSD Report: Dr. Linda Brubaker addressed the FC about some of the issues contained in the FC motion sent to her April 2014. She challenged the veracity of the FC motion's contention that the BSI task force recommended to maintain the "grandfather" clause in the new BSI plan. She stated that no recommendation about grandfathering was included in the BSI task force report. Dr. Battaglia stated that this portion of the FC motion was formulated based on the information conveyed to him by two individuals on the task force. He stated that the chair of the BSI task force committee, Dr. Pieter De Tombe, informed him, on the evening that the report was passed to the Dean, that the task force recommended maintaining the grandfather clause to the Dean but that this was only a recommendation and the decision to accept or reject it was hers. Another member of the BSI task force also stated at a Pharmacology department faculty meeting that the BSI task force committee recommended maintaining the "grandfather" clause. Battaglia informed the FC that this statement is included in the approved Department of Pharmacology faculty meeting minutes. FC did not pursue this issue further to identify the reason for the inherent discrepancies regarding this issue. Dr. Brubaker then outlined ways in which faculty input is solicited at HSD including meeting monthly with Faculty Ambassadors. On the issue raised in the FC motion regarding the appropriate vetting of the new BSI plan by faculty prior to its implementation Dr. Brubaker explained that the BSI system was in full operation in "shadow" mode for all of last year so that faculty could monitor the system and make comments/corrections before the system was put into effect. When asked about salary data for SSOM faculty, Dr. Brubaker indicated that she would be willing to consider sending out comparative salary data and that this would not be by rank so as to protect faculty privacy. Dr Brubaker indicated that these data have been sent out in the past. Dr. Battaglia has previously provided FC the last SSOM faculty data provided to them for 2011-2012. When asked about whether there is any goal to bring SSOM faculty salaries to the 60th or 70th percentile as for faculty at all other schools of the University, she stated that the HSD does not have a set goal for faculty salaries; it is based on faculty productivity. There were no further questions and Dr. Brubaker thanked FC for the opportunity to meet with them and left the meeting.
- 3) As FC began to discuss the next item on the agenda, Dr. Pieter De Tombe entered the conference room and asked FC for the opportunity to provide some insight on the de-

liberations of the BSI task force. He said that the grandfathering issue was not included in the recommendations for the BSI plan. They neither voted on nor presented a recommendation for the grandfathering issue.

- 4) Approval of December minutes. Moved: Classen; Seconded: Miller. In favor: Unanimous. Motion passed.
- 5) Chair's Report:
 - a) Status of issues: Faculty Handbook, FC role, Spring tasks
Spring tasks include elections and reallocation of slots for departments
 - b) FC Allocations: revisit in the spring
 - c) Task force for CAS future: Status
 - d) US Handbook deliberations
- 6) Report from University Senate: T. Classen
 - a) Full Senate has not met. Extraordinary committee met last week. There was good discussion of the Faculty Handbook revisions. Those have been shared with the Faculty Council. Key motion is #18 – both committees will work independently and will pass recommendations on to the President separately.
- 7) Final discussion and vote on Handbook revisions to forward to the Senate, AAUP and Administration
The Council worked through each item and voted only where significant changes or differences between the Faculty Council (FC) version and the University Senate (US) version existed. Otherwise, the current version was accepted by oral vote. The specific votes, including votes by email, were as follows:

#5 – Chapter 3, Section a

FC version - 5

US version - 12

US version passed

#5 – Chapter 3, Section b

Specified in Chapter 9; can be stricken.

US version passed

#6

FC version – 12

US version – 5

FC version passed

#9

FC version – 1

US version – 15

One abstention

US version passed

#10

FC version – 1

US version – 16

US version passed

#13

FC version – 1

US version – 16

US version passed

#14

FC version – 1

US version – 16

US version passed

#15

FC version – 1

US version – 15

One abstention

US version passed

#16

FC version – 1

US version – 16

US version passed

#17

FC version – 1

US version – 16

US version passed

#18

FC version – 1

US version – 16

US version passed

8) Tom Kelly and Deborah Meister - Transamerica briefing and questions

9) Other business:

10) Motion to adjourn: Moved: Lash; Seconded: Conley. Meeting adjourned at 5:01 pm.

Respectfully submitted by
Tracy Ruppman, Secretary