

## Faculty Council Minutes

November 6, 2008

Present: Scott, Kipp, Sibicky, Barnas, Danford, Carusi (recorder in turn), Bland, Pate, Dan Bryant, and Vicki Ford

1. The agenda for the 11/10/08 faculty meeting: President and Provost Reports.  
The new Nsse data will be presented during the Provost's report.
2. The agenda for the 12/1/08 faculty meeting: new curriculum proposal to shorten drop/add/withdraw period.
3. Sibicky received an offer from the Education department to format the faculty survey numeric results for posting on the faculty council website.
4. Sibicky received a concern regarding the proposed changes in the drop/add/withdraw periods and the impact on international students who are sometimes late arrivals to campus. Council decided to forward to concern to the curriculum committee for consideration.
5. Council appointed Bill Bower to the alcohol policy review taskforce.
6. A question was raised concerning the time one may apply for sabbatical. Council agreed that the handbook could be interpreted in two ways, applying in the year when one is also applying for tenure, or in the year after one has been awarded tenure. Barnas will check the history of the sabbatical application time and report back to council.
7. Bryant and Ford came to council to discuss an earlier health insurance and pay dates for new faculty. Employees can apply for a payroll advance for up to 50% of their salary, which should help new employees stretch their money when first starting their employment. To have health insurance and pay start earlier for new employees, starting contracts in August instead of September was proposed as one solution. Debartolo noted if we change in contract date, we should do so for all faculty, not just new faculty. To bring everyone on the same contract, we would need the money to make the switch since most faculty would be receiving an extra paycheck. We agreed that this idea should be further considered. Bryant and Debartolo will be returning to council after they have had time to investigate the new contract start date for all employees.

8. A faculty member raised a concern that we have more faculty than in the past, but our number of sabbaticals has not increased. Council discussed the possibility of changing to a percentage system for sabbaticals available. Currently, more than 10 % of eligible faculty can receive sabbaticals. Since, at this time, there does not seem to be a great surplus of people applying for sabbaticals, council did not see a problem with the current system, and therefore did not change it.

9. Council discussed the top priorities from the gleaned from the faculty survey. In no particular order they are:

|                     |  |                        |
|---------------------|--|------------------------|
| Salary              | McCoy Award  | Dental Insurance       |
| Capstones           | Course Loads (including labs, and directed research) |                        |
| Conference Services | Business Office                                      | Faculty Council's Role |
| Professional Dev.   | Committee Work                                       | Campus Announcements   |

Kipp reported that the top items of concern on the last two open-ended questions were, in order: load, salary, rigor, Faculty Council's role

10. Sibicky asked Carusi to put the results in an excel file and send to Greg Delemeester.

Meeting adjourned.