COMMITTEE: Faculty Welfare
MEETING DATE: 9-04
PERSON PRESIDING: Melissa Nasea
REGULAR MEMBERS IN ATTENDANCE: Melissa Nasea, William Sugar, David Lawrence, Janice Tovey, Richard Pozzuto, Richard Taylor, Don Holbert
EX-OFFICIO MEMBERS IN ATTENDANCE: Paul Kauffman, John Toller, Reginald Watson
OTHERS IN ATTENDANCE: Catherine Rigsby, Lori Lee
ACTIONS OF MEETING:

**Agenda Item:** Fixed Term Faculty

**Discussion:** Nasea reported that special committee on fixed term faculty will meet in September, and Faculty Welfare committee will not discuss this topic until after that.

**Agenda Item:** Serious Illness and Disability Leave Policy

**Discussion:** The committee discussed how to make the policy clearer. Section III C seemed hard to understand, and the ASU statement seemed clearer. III E is very poor, and possibly the entire section can be removed. Funding: our statement should probably be similar to UNC-Wilmington’s, which states that the funding is the immediate department’s responsibility, and Academic Affairs is ultimately responsible. The Policy needs a flow chart or a table, showing the timing and actions necessary under the policy; in other words, what must happen before the illness, during the first 14 days, the first 15 weeks, etc.

**Action taken:** A subcommittee consisting of Nasea (chair), Toller, Taylor, and Chair of Senate alternate Robinson was appointed and will work on the policy.

**Agenda Item:** Faculty Salary Compression

**Discussion:** We need to know quite a bit about the salary report that we received: How was the report put together? Who was the intended audience (besides our committee)? What relevance does the 80th percentile of salaries of Peer universities, and the minimum and maximum have? What is the definitions of salary compression?

**Action taken:** Chair Nasea appointed a Faculty Salary Subcommittee: Lawrence (chair), Watson, Kauffman, and Holbert

**Agenda Item:** Faculty Mentoring

**Action Taken:** Chair Nasea appointed the following subcommittee: Sugar (chair), Tovey, Pozzuto, Watson

NEXT MEETING: October 14, 2004
ITEMS TO BE DISCUSSED: Serious Illness and Disability Leave Policy
Faculty Salary Compression